

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case	Date Filed
04-CA-138870	10-16-14

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer PSE & G	b. Tel. No. 856 573205
	c. Cell No. 609 7435152
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 535 West Nicholson Rd. AUDOBON NJ 08106	e. Employer Representative Jimmy Venito
	g. e-Mail
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named employer disciplined (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) filed grievances.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) X 10-16-14 (date)	
Tel. No.	
Office, if any, Cell No. (b) (6), (b) (7)(C)	
Fax No.	
e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 4
615 Chestnut St Ste 710
Philadelphia, PA 19106-4413

Agency Website: www.nlr.gov
Telephone: (215)597-7601
Fax: (215)597-7658



Download
NLRB
Mobile App

October 17, 2014

(b) (6), (b) (7)(C)

Re: PSE&G
Case 04-CA-138870

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on October 16, 2014 has been docketed as case number 04-CA-138870. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner KATHLEEN O'NEILL whose telephone number is (215)597-7645. If this Board agent is not available, you may contact Supervisory Examiner CARA L. FIES-KELLER whose telephone number is (215)597-7636.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, reading "Dennis P. Walsh". The signature is written in a cursive, flowing style.

DENNIS P. WALSH
Regional Director



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 4
615 Chestnut St Ste 710
Philadelphia, PA 19106-4413

Agency Website: www.nlr.gov
Telephone: (215)597-7601
Fax: (215)597-7658



Download
NLRB
Mobile App

October 17, 2014

(b) (6), (b) (7)(C)

PSE&G
535 WEST NICHOLSON ROAD
AUDOBON, NJ 08106

Re: PSE&G
Case 04-CA-138870

Dear (b) (6), (b) (7)(C):

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent.

Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Dennis P. Walsh". The signature is written in a cursive, flowing style.

DENNIS P. WALSH
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

Revised 3/21/2011

NATIONAL LABOR RELATIONS BOARD

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

PSE&G

CASE NUMBER

04-CA-138870

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)

2. TYPE OF ENTITY

☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)

3. IF A CORPORATION or LLC

A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS

5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR

6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).

7. A. PRINCIPAL LOCATION:

B. BRANCH LOCATIONS:

8. NUMBER OF PEOPLE PRESENTLY EMPLOYED

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$

YES

NO

B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: _____

10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?

☐ YES ☐ NO (If yes, name and address of association or group).

11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

PSE&G

Charged Party

and

(b) (6), (b) (7)(C)

Charging Party

Case 04-CA-138870

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on October 17, 2014, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

PSE&G

535 WEST NICHOLSON ROAD

AUDOBON, NJ 08106

October 17, 2014

Date

Edward P. Canavan
Designated Agent of NLRB

Name

/s/ Edward P. Canavan

Signature

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

(b) (6), (b) (7)(C)

and

Public Utility Construction and Gas Appliance Workers of
New Jersey, Local 855

CASE 04-CB-138855

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____

Employer, Public Service Electric and Gas Company

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Justin B. Incardone, Esq.

MAILING ADDRESS: PSEG Services Corporation, 80 Park Plaza, T5, Newark, NJ 07102

E-MAIL ADDRESS: Justin.Incardone@pseg.com

OFFICE TELEPHONE NUMBER: 973-430-6163

CELL PHONE NUMBER: 973-951-4015

FAX: 973-645-1307

SIGNATURE:

(Please sign in ink)

DATE:

10/20/14

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

(b) (6), (b) (7)(C)

and

Public Service Electric and Gas Company

CASE 04-CA-138870

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____

Respondent Public Service Electric and Gas Company

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Justin B. Incardone, Esq.

MAILING ADDRESS: PSEG Services Corporation, 80 Park Plaza, T5, Newark, NJ 07102

E-MAIL ADDRESS: Justin.Incardone@pseg.com

OFFICE TELEPHONE NUMBER: 973-430-6163

CELL PHONE NUMBER: 973-951-4015 FAX: 973-645-1307

SIGNATURE: _____

(Please sign in ink.)

DATE: 10/20/14

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From: [Incardone, Justin B](#)
To: [O'Neill, Kathleen](#)
Subject: (b) (6), (b) (7)(C)/PSE&G - Signed Notices of Appearance Attached
Date: Monday, October 20, 2014 4:33:11 PM
Attachments: [Notices of Appearance - 04-CB-1388555 & 04-CA-138870.pdf](#)
[disclaimer.html](#)

Kathleen: I hope you're well. Attached are my notices of appearances for (b) (6), (b) (7)(C) two most recent ULP Charges, one against the Company (04-CA-138870) and the other against UA Local 855 (04-CB-138855).

I will call you tomorrow to discuss what, if anything, you require of the Company in response.

Thanks,

Justin B. Incardone
Associate General Labor & Employment Counsel
PSEG Services Corporation
80 Park Plaza T5E
Newark, NJ 07102-4194
O: (973) 430-6163
C: (973) 951-4015
F: (973) 645-1307
justin.incardone@pseg.com



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 4
615 Chestnut St Ste 710
Philadelphia, PA 19106-4413

Agency Website: www.nlrb.gov
Telephone: (215)597-7601
Fax: (215)597-7658

Agent's Direct Dial: (215)597-7645

December 5, 2014

Justin B. Incardone, Assistant General Labor & Employment Counsel
PSEG Services Corporation
80 Park Plaza # T5E
Newark, NJ 07102-4109

Re: PSE&G
Case 04-CA-138870

Dear Mr. Incardone:

I am writing this letter to advise you that it is now necessary for me to take evidence from your client regarding the allegations raised in the investigation of the above-referenced matter. Set forth below are the allegations and issues on which your evidence is needed, a request to take affidavits, a request for documentary evidence, and the date for providing your evidence.

Allegations: The charge alleges that the Employer has disciplined (b) (6), (b) (7)(C) because (b) (6) filed grievances. Specifically, (b) (6), (b) (7)(C) alleges that the following disciplinary measures were issued because of (b) (6), (b) (7)(C) union activity:

1. (b) (6), (b) (7)(C), 2014 written reprimand for not following directions
2. (b) (6), (b) (7)(C) 2014 written reprimand for not following directions
3. (b) (6), (b) (7)(C) 2014 suspension allegedly for hitting a co-worker

Board Affidavits: I am requesting to take affidavits from the supervisors who made the decisions to issue each of the disciplines listed above and any other individuals you believe have information relevant to the investigation of this matter. Please be advised that the failure to present representatives who would appear to have information relevant to the investigation of this matter, for the purposes of my taking sworn statements from them, constitutes less than complete cooperation in the investigation of the charge. Please contact me by **November 12, 2014** to schedule these affidavits.

Documents: Please provide the following documents, along with any and all other evidence you deem to be relevant to the case:

1. Copies of the discipline issued to (b) (6), (b) (7)(C) for each of the incidents listed above

2. Witness statements for each of the incidents listed above
3. All supervisors and managers communications concerning the incidents listed above, including electronic communications
4. Disparate treatment evidence. Please submit the entire disciplinary file for each comparator.
5. Disciplinary policy and work rules

Date for Submitting Evidence: To resolve this matter as expeditiously as possible, you must provide your evidence and position in this matter **December 21, 2014**. Electronic filing of position statements and documentary evidence through the Agency website is preferred but not required. To file electronically, go to **www.nlrb.gov**, select **E-File Documents**, enter the **NLRB case number**, and follow the detailed instructions. If I have not received all your evidence by the due date or spoken with you and agreed to another date, it will be necessary for me to make my recommendations based upon the information available to me at that time.

Please contact me at your earliest convenience by telephone, (215)597-7645, or e-mail, kathleen.oneill@nlrb.gov, so that we can discuss how you would like to provide evidence and I can answer any questions you have with regard to the issues in this matter.

Very truly yours,

/s/ Kathleen O'Neill

KATHLEEN O'NEILL
Field Examiner

From: [O'Neill, Kathleen](#)
To: [Incardone, Justin B](#)
Subject: RE: PSE&G 4-CA-138870 (b) (6), (b) (7)(C)
Date: Monday, December 8, 2014 5:47:00 PM

Will you please send me copies of all grievances filed on behalf of (b) (6), (b) (7)(C) since January 1, 2013.
Thank you.

From: O'Neill, Kathleen
Sent: Friday, December 05, 2014 2:27 PM
To: 'Incardone, Justin B'
Subject: PSE&G 4-CA-138870 (b) (6), (b) (7)(C)

Attached is a letter seeking your cooperation in the investigation of the subject case. Your response is due on **December 21, 2014.**

Kathleen O'Neill
National Labor Relations Board
615 Chestnut Street
7th Floor
Philadelphia, PA 19106
215-597-7645 (ph)
215-597-7658 (fax)

From: [O'Neill, Kathleen](#)
To: (b) (6), (b) (7)(C), (b) (7)(D)
Subject: PSE&G 04-CA-138870 and 04-CB-138855
Date: Monday, December 8, 2014 5:38:32 PM
Attachments: (b) (6), (b) (7)(C)

Attached is the affidavit I prepared after our phone conversations and then read to you on December 8, 2014. Read the affidavit carefully. If you need to make changes, you can make the changes by hand and initial the changes. Please print a copy and return a signed copy to me by fax or email. I would also like the original signature copy returned by regular mail. Call if you have any questions. My fax number is below

Kathleen O'Neill

National Labor Relations Board

615 Chestnut Street

7th Floor

Philadelphia, PA 19106

215-597-7645 (ph)

215-597-7658 (fax)

From: [O'Neill, Kathleen](#)
To: [Incardone, Justin B](#)
Subject: RE: PSE&G 4-CA-138870 (b) (6), (b) (7)(C))
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Subject: PSE&G 4-CA-138870 (b) (6), (b) (7)(C)

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Kathleen O'Neill
National Labor Relations Board
615 Chestnut Street
7th Floor
Philadelphia, PA 19106
215-597-7645 (ph)
215-597-7658 (fax)

From: [Incardone, Justin B](#)
To: [O'Neill, Kathleen](#)
Subject: Re: Just received your call
Date: Thursday, December 11, 2014 11:53:04 AM

That was one of the purposes of my call; to let you know of the separation. I'll step out between those hours and call you. Thanks, Justin

Sent from my iPhone

On Dec 11, 2014, at 11:51 AM, O'Neill, Kathleen <Kathleen.oneill@nrlrb.gov> wrote:

Email sent from outside of PSEG. Use caution before using links/attachments.

If you get a chance to step out between 1:00 p.m. to 3:30 p.m. today, call me. If I don't pick up on my office line, try my cell (b) (6), (b) (7)(C). I did hear that (b) (6), (b) (7)(C) was terminated (b) (6), (b) (7)(C)

Kathleen O'Neill
National Labor Relations Board
615 Chestnut Street
7th Floor
Philadelphia, PA 19106
215-597-7645 (ph)
215-597-7658 (fax)

The information contained in this e-mail, including any attachment(s), is intended solely for use by the named addressee(s). If you are not the intended recipient, or a person designated as responsible for delivering such messages to the intended recipient, you are not authorized to disclose, copy, distribute or retain this message, in whole or in part, without written authorization from PSEG. This e-mail may contain proprietary, confidential or privileged information. If you have received this message in error, please notify the sender immediately. This notice is included in all e-mail messages leaving PSEG. Thank you for your cooperation.

From: [O'Neill, Kathleen](#)
To: pilles@verizon.net
Subject: PSE&G 4-CB-138855
Date: Tuesday, December 16, 2014 11:36:00 AM

John,

Thank you for discussing the subject case with me. This email will serve to confirm that you will give me a list of your witnesses, along with a brief statement advising what each witness will tell me, by January 6, 2015. On January 12, 2015, you will make your witnesses available for affidavits. You will let me know where we will meet on January 12..

Kathleen O'Neill
National Labor Relations Board
615 Chestnut Street
7th Floor
Philadelphia, PA 19106

215-597-7645 (ph)
215-597-7658 (fax)

From: [Incardone, Justin B](#)
To: [O'Neill, Kathleen](#)
Subject: RE: (b) (6), (b) (7) v PSE&G
Date: Thursday, December 18, 2014 4:24:08 PM

Thanks.

Justin B. Incardone
Associate General Labor & Employment Counsel
(973) 430-6163

-----Original Message-----

From: O'Neill, Kathleen [<mailto:Kathleen.oneill@nlrb.gov>]
Sent: Thursday, December 18, 2014 1:53 PM
To: Incardone, Justin B
Subject: RE: (b) (6), (b) (7) v PSE&G

Email sent from outside of PSEG. Use caution before using links/attachments.

Okay. We will still keep the 1/5/15 deadline.

-----Original Message-----

From: Incardone, Justin B [<mailto:Justin.Incardone@pseg.com>]
Sent: Thursday, December 18, 2014 10:15 AM
To: O'Neill, Kathleen
Subject: RE: (b) (6), (b) (7)(C) v PSE&G

Kathy: (b) (6), (b) (7)(C) advised us that (b) (6) will not sign the separation agreement, although (b) (6) has until 12/31 to do so. If it is okay with you, I would like to keep the 1/5/15 deadline for me to deliver the requested documents to you irrespective of (b) (6), (b) (7)(C) position on the separation agreement. The holidays are causing the predictable time crunch with everything else.

Thanks,

Justin B. Incardone
Associate General Labor & Employment Counsel
(973) 430-6163

-----Original Message-----

From: O'Neill, Kathleen [<mailto:Kathleen.oneill@nlrb.gov>]
Sent: Thursday, December 11, 2014 1:58 PM
To: Incardone, Justin B
Subject: RE: (b) (6), (b) (7) v PSE&G

Email sent from outside of PSEG. Use caution before using links/attachments.

yes

-----Original Message-----

From: Incardone, Justin B [<mailto:Justin.Incardone@pseg.com>]
Sent: Thursday, December 11, 2014 1:57 PM
To: O'Neill, Kathleen
Subject: (b) (6), (b) (7)(C) v PSE&G

Kathy: just to confirm: assuming (b) (6), (b) (7)(C) does not sign the severance agreement, I will produce the requested documents to you on or before Jan 5, and (b) (6), (b) (7)(C), (b) (7)(D) and I will appear at your office on Jan 13 at 10:30am.

Thanks, Justin

Sent from my iPhone

The information contained in this e-mail, including any attachment(s), is intended solely for use by the named addressee(s). If you are not the intended recipient, or a person designated as responsible for delivering such messages to the intended recipient, you are not authorized to disclose, copy, distribute or retain this message, in whole or in part, without written authorization from PSEG. This e-mail may contain proprietary, confidential or privileged information. If you have received this message in error, please notify the sender immediately. This notice is included in all e-mail messages leaving PSEG. Thank you for your cooperation.

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From: [O'Neill, Kathleen](#)
To: (b) (6), (b) (7)(C)
Subject: PSE&G 4-CA-138870; 4-CB-138855
Date: Tuesday, January 6, 2015 1:07:00 PM

I received the evidence you submitted today. Please give me a brief summary of what evidence that supports your charge is on each of the CDs. With regard to the photographs of the text messages, who are the two people texting? How are the text messages relevant to your charges?

Kathleen O'Neill

National Labor Relations Board

615 Chestnut Street

7th Floor

Philadelphia, PA 19106

215-597-7645 (ph)

215-597-7658 (fax)

From: (b) (6), (b) (7)(C)
To: O'Neill, Kathleen
Subject: RE:
Date: Wednesday, January 7, 2015 3:41:14 PM

802 0012 (b) (6), (b) (7)(C) could have resolved the issue from (b) (6), (b) (7)(C) about the Stink remarks against myself and (b) (6), (b) (7)(C) akso who called myself a (b) (6), (b) (7)(C) which the (b) (6), (b) (7)(C) issue occur last year. (b) (6), (b) (7)(C) wasn't present for that issue but for the stink remarks recently happening in the CD. At the time of the (b) (6), (b) (7)(C) remarks last year, the company and Union and Human Resources did nothing about a Investigation for what (b) (6), (b) (7)(C) said. This is my point I'm trying to get across to you. No help from union coworkers or union reps. (b) (6), (b) (7)(C) also stating something stinks and smells horrible as (b) (6), (b) (7)(C) looking directly at myself stating something stinks but (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) both laugh at myself. I (b) (6), (b) (7)(C) was offended in went looking for (b) (6), (b) (7)(C) as (b) (6), (b) (7)(C) who came out following (b) (6), (b) (7)(C) to the work truck in the company yard. (b) (6), (b) (7)(C) begin to use bad language and (b) (6), (b) (7)(C) agreed to what (b) (6), (b) (7)(C) said. (b) (6), (b) (7)(C) took off as (b) (6), (b) (7)(C) noticed supervision coming, stating (b) (6), (b) (7)(C) have to go but not staying to help resolve any issue at that moment. The company agrees to whatever my coworkers says, as they coworkers promotes altercations an report myself and help the company, When nothing really happened. They all make my discipline look Good when they help each other as Click or group and friends to come against myself.

On Jan 7, 2015 1:41 PM, (b) (6), (b) (7)(C) > wrote:

802 0003 CD, (b) (6), (b) (7)(C) continues to tell my union coworkers to constantly report me to (b) (6), (b) (7)(C) besides the Union representing me or resolving any issues we may have with each other at work. Thats the purpose in having a Union, To be protected and represented. Not the Union siding with company to do unlawful discipline action against myself. With that, that gives the company a advantage to build a aberrant check list against me that lead up to my discharge. Every fact finding the company had against myself. My (b) (6), (b) (7)(C) attends every meeting but just sit there an not fight for myself and the Union helps the company to build a case of disciplines against me not trying to resolve or lower my probation. The Union agreed with each an everything the company says towards my disciplines. Even when I was 14 minutes late, which out of my (b) (6), (b) (7)(C) years for the company. I have a perfect attendance and leaving the company urine test not signing in. The company (b) (6), (b) (7)(C) stated, I was fine as long as I didn't sign in an leave the room, I explained to (b) (6), (b) (7)(C) I didn't sign in and the (b) (6), (b) (7)(C) said I was ok but (b) (6), (b) (7)(C) still wrote myself up. You have other employees come to work late an seen by the supervisors an nothing said because of family relationships in the company. They help there family and friends an give others the short stick when your not a favorite employee!

On Jan 7, 2015 11:09 AM, (b) (6), (b) (7)(C) > wrote:

I'm at juror duty rite now. As soon as I leave The Hall of Justice, I will send you that information.

On Jan 7, 2015 9:22 AM, "O'Neill, Kathleen" <Kathleen.oneill@nlrb.gov> wrote:

The evidence supports my charge because (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) , (b) (6), (b) (7)(C) told them to report me because (b) (6), (b) (7)(C) doesn't want to help or represent myself.

I need you to transcribe (write) the specific unlawful statements from the recording. Please tell me which disc contains the statements and exactly where on the disc I can find the statements.

Along with telling my coworkers to continuously reported myself to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on false accusations when any of these could have been resolved but the company continued retaliate against me to build a aberrant check list do to my calls to Human Resources and Civil Rights and NLRB which lead up to my discharge. The company use a Contractor to discharge myself, name is (b) (6), (b) (7)(C) who continually persuade me to drop allllll charges against pse&g and take the severance pay for \$10,000 an collect unemployment and have faith in God an move on to a better job along with (b) (6), (b) (7)(C).

The text messages are relevant because, the blue print is (b) (6), (b) (7)(C) myself and the yellow print is (b) (6), (b) (7)(C), who the company said I allegedly punch in (b) (6), (b) (7)(C) back an aggressively pull (b) (6), (b) (7)(C) off the truck, when (b) (6), (b) (7)(C) had (b) (6), (b) (7)(C) head down an ask what just happen not seeing anything. (b) (6), (b) (7)(C) stated everything was fine an (b) (6), (b) (7)(C) understood. (b) (6), (b) (7)(C) stated what the company was trying to do to me. Once the company and (b) (6), (b) (7)(C) found out (b) (6), (b) (7)(C) was helping myself. It was either (b) (6), (b) (7)(C) help the company to discharge myself or loose (b) (6), (b) (7)(C) job.

Please give me a phone number and email address for (b) (6), (b) (7)(C), if you have it.

(b) (6), (b) (7)(C) also help the company. I received no help from Human Resources who took notes that I gave to them an distribut my information to the company along with Union not Representing myself but just sits an listen to false accusations from my coworkers and the company. The company just ignores my true statements an I continuously receives discipline leading to my discharge. The d's and pictures are my proof along with the notes I gave you.

From: (b) (6), (b) (7)(C) [mailto:(b) (6), (b) (7)(C)]
Sent: Tuesday, January 06, 2015 4:41 PM
To: O'Neill, Kathleen
Subject:

The evidence supports my charge because (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) told them to report me because (b) (6), (b) (7)(C) doesn't want to help or represent myself. Along with telling my coworkers to continuously reported myself to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) on false accusations when any of these could have been resolved but the company continued retaliate against me to build a aberrant check list do to my calls to Human Resources and Civil Rights and NLRB which lead up to my discharge. The company use a Contractor to discharge myself, name is (b) (6), (b) (7)(C) who continually persuade me to drop allllll charges against pse&g and take the severance pay for \$10,000 an collect unemployment and have faith in God an move on to a better job along with (b) (6), (b) (7)(C). The text messages are relevant because, the blue print is (b) (6), (b) (7)(C) myself and the yellow print is (b) (6), (b) (7)(C), who the company said I allegedly punch in (b) (6), (b) (7)(C) back an aggressively pull (b) (6), (b) (7)(C) off the truck, when (b) (6), (b) (7)(C) had (b) (6), (b) (7)(C) head down an ask what just happen not seeing anything. (b) (6), (b) (7)(C) stated everything was fine an (b) (6), (b) (7)(C) understood. (b) (6), (b) (7)(C) stated what the company was trying to do to me. Once the company and (b) (6), (b) (7)(C) union rep found out (b) (6), (b) (7)(C) helping myself. It was either (b) (6), (b) (7)(C) help the company to discharge

myself or loose (b) (6), (b) (7)(C) job. (b) (6), (b) (7)(C) Rep also help the company. I received no help from Human Resources who took notes that I gave to them and distribut my information to the company along with Union not Representing myself but just sits and listen to false accusations from my coworkers and the company. The company just ignores my true statements and I continuesly receives discipline leading to my discharge. The d's and pictures are my proof along with the notes I gave you.

From: (b) (6), (b) (7)(C)
To: O'Neill, Kathleen
Subject: RE:
Date: Wednesday, January 7, 2015 6:40:48 PM

802 0029 CD (b) (6), (b) (7)(C) always state (b) (6) doesn't know what's going on in regards of myself and my disciplines. (b) (6), (b) (7)(C) plays the ropes very well and just let the company do what ever they like along with the (b) (6), (b) (7)(C) so I just let (b) (6), (b) (7)(C) talk on this CD because you can hear the deceit in the conversation as (b) (6), (b) (7)(C) speaks.

On Jan 7, 2015 3:47 PM, (b) (6), (b) (7)(C) > wrote:

802 0027 CD (b) (6), (b) (7)(C) and myself were discussing my grievance but The Union always state at times, They don't know what's going on yet. When both of (b) (6), (b) (7)(C) who was present at the time of my suspension, didn't get any documentation why I was suspended and for how long for there records or myself. My question is, where is my Help from the Union!

On Jan 7, 2015 1:41 PM, (b) (6), (b) (7)(C) > wrote:

802 0003 CD, (b) (6), (b) (7)(C) continues to tell my union coworkers to constantly report me to (b) (6), (b) (7)(C) besides the Union representing me or resolving any issues we may have with each other at work. Thats the purpose in having a Union, To be protected and represented. Not the Union siding with company to do unlawful discipline action against myself. With that, that gives the company a advantage to build a aberrant check list against me that lead up to my discharge. Every fact finding the company had against myself. (b) (6), (b) (7)(C) attends every meeting but just sit there an not fight for myself and the Union helps the company to build a case of disciplines against me not trying to resolve or lower my probation. The Union agreed with each an everything the company says towards my disciplines. Even when I was 14 minutes late, which out of my (b) (6), (b) (7)(C) years for the company. I have a perfect attendance and leaving the company urine test not signing in. The company (b) (6), (b) (7)(C) stated, I was fine as long as I didn't sign in an leave the room. I explained to (b) (6), (b) (7)(C) I didn't sign in and the (b) (6), (b) (7)(C) said I was ok but (b) (6), (b) (7)(C) still wrote myself up. You have other employees come to work late an seen by the supervisors an nothing said because of family relationships in the company. They help there family and friends an give others the short stick when your not a favorite employee!

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The evidence supports my charge because (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) told them to report me because (b) (6) doesn't want to help or represent myself.

I need you to transcribe (write) the specific unlawful statements from the recording. Please tell me which disc contains the statements and exactly where on the disc I can find the statements.

Along with telling my coworkers to continuously reported myself to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on false accusations when any of these could have been resolved but the company continued retaliate against me to build a aberrant check list do to my calls to Human Resources and Civil Rights and NLRB which lead up to my discharge. The company use a Contractor to discharge myself, (b) (6), (b) (7)(C) name is (b) (6), (b) (7)(C) who continually persuade me to drop allllll charges against pse&g and take the severance pay for \$10,000 an collect unemployment and have faith in God an move on to a better job along with (b) (6), (b) (7)(C).

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Please give me a phone number and email address for (b) (6), (b) (7)(C), if you have it.

(b) (6), (b) (7)(C) also help the company. I received no help from Human Resources who took notes that I gave to them an distribut my information to the company along with Union not Representing myself but just sits an listen to false accusations from my coworkers and the company. The company just ignores my true statements an I continuously receives discipline leading to my discharge. The d's and pictures are my proof along with the notes I gave you.

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Sent: Tuesday, January 06, 2015 4:41 PM
To: O'Neill, Kathleen
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From: (b) (6), (b) (7)(C)
To: O'Neill, Kathleen
Subject: RE:
Date: Wednesday, January 7, 2015 6:46:56 PM

802 0032 CD (b) (6), (b) (7)(C), I just let (b) (6), (b) (7)(C) talk because (b) (6), (b) (7)(C) story is almost the same as (b) (6), (b) (7)(C). They pretend they all don't know what's going but give myself veryyyyyy little information. The Union just allows the company to give me whatever probation period the company desires.

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Please give me a phone number and email address for (b) (6), (b) (7)(C), if you have it.

(b) (6), (b) (7)(C) also help the company. I received no help from Human Resources who took notes that I gave to them an distribut my information to the company along with Union not Representing myself but just sits an listen to false accusations from my coworkers and the company. The company just ignores my true statements an I continuously receives discipline leading to my discharge. The d's and pictures are my proof along with the notes I gave you.

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From: (b) (6), (b) (7)(C)
To: O'Neill, Kathleen
Subject: RE:
Date: Wednesday, January 7, 2015 7:13:15 PM

"White Envelope" is (b) (6), (b) (7)(C). The company contractor to Fire myself (b) (6), (b) (7)(C). This (b) (6), (b) (7)(C) was not for me at all, Through the 6 hours in this meeting. All (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) kept trying to persuade me to take the severance pay for \$ 10,000 and forgive the company an have faith in God in move on an Sign the paperwork to drop all charges against Pse&g, including Civil Rights, NLRB, and the EEOC. Not to transfer to another shop or stay in Audubon shop in keep my job. The company knows I'm a (b) (6), (b) (7)(C), so they hire a (b) (6), (b) (7)(C) contractor to pull all my information I have on the company in share with the company. Along with (b) (6), (b) (7)(C) keeping (b) (6), (b) (7)(C) computer open, running or taping, Along with (b) (6), (b) (7)(C) texting someone from the company the whole time. Then (b) (6), (b) (7)(C) kept going in the other room with Corporate Security and who ever else was in that room recording or taking notes down for the company. As you listen to the CD, I gave (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) alotttttt of information, hoping to get my job back, when (b) (6), (b) (7)(C) already knew (b) (6), (b) (7)(C) was going to fire me if I didn't take the other options. Company firing myself, severance pay or transfer to another shop. Why should I take either, if I didn't punch (b) (6), (b) (7)(C) in (b) (6), (b) (7)(C) back and pull (b) (6), (b) (7)(C) off the truck. (b) (6), (b) (7)(C) stated I punch (b) (6), (b) (7)(C) in the back but was shock when I stated the leg (b) (6), (b) (7)(C) put (b) (6), (b) (7)(C) head down because (b) (6), (b) (7)(C) new (b) (6), (b) (7)(C) slip and made a mistake saying that. I told (b) (6), (b) (7)(C) I Don't Want neither but (b) (6), (b) (7)(C) stated (b) (6), (b) (7)(C) has to fire me. (b) (6), (b) (7)(C) ask myself to Sign the papers that I received my copy for being discharge. I never sign agreeing with being fired but who knows. They might try use that against me. You have all you need on the CD as you listen. Thanks!

On Jan 7, 2015 3:47 PM, "(b) (6), (b) (7)(C)" > wrote:

802 0027 CD (b) (6), (b) (7)(C) and myself were discussing my grievance but The Union always state at times, They don't know what's going on yet. When both of my (b) (6), (b) (7)(C) who was present at the time of my suspension, didn't get any documentation why I was suspended and for how long for there records or myself. My question is, where is my Help from the Union!

On Jan 7, 2015 1:41 PM, (b) (6), (b) (7)(C) wrote:

802 0003 CD, (b) (6), (b) (7)(C) continues to tell my union coworkers to constantly report me to (b) (6), (b) (7)(C) besides the Union representing me or resolving any issues we may have with each other at work. Thats the purpose in having a Union, To be protected and represented. Not the Union siding with company to do unlawful discipline action against myself. With that, that gives the company a advantage to build a aberrant check list against me that lead up to my discharge. Every fact finding the company had against myself. My (b) (6), (b) (7)(C) attends every meeting but just sit there an not fight for myself and the Union helps the company to build a case of disciplines against me not trying to resolve or lower my probation. The Union agreed with each an everything the company says towards my disciplines. Even when I was 14 minutes late, which out of my (b) (6), (b) (7)(C) years for the company. I have a perfect attendance and leaving the company urine test not signing in. The company (b) (6), (b) (7)(C) stated, I was fine as long as I didn't sign in an leave the room. I explained to (b) (6), (b) (7)(C) I didn't sign in and the (b) (6), (b) (7)(C) said I was ok but (b) (6), (b) (7)(C) still wrote myself up. You have other employees come to work late an seen

by the supervisors an nothing said because of family relationships in the company. They help there family and friends an give others the short stick when your not a favorite employee!

On Jan 7, 2015 11:09 AM, (b) (6), (b) (7)(C) wrote:

I'm at juror duty rite now. As soon as I leave The Hall of Justice, I will send you that information.

On Jan 7, 2015 9:22 AM, "O'Neill, Kathleen" (b) (6), (b) (7)(C) wrote:

The evidence supports my charge because (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) them to report (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) doesn't want to help or represent myself.

I need you to transcribe (write) the specific unlawful statements from the recording. Please tell me which disc contains the statements and exactly where on the disc I can find the statements.

Along with telling my coworkers to continuesly reported myself to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on false accusations when any of these could have been resolved but the company continued retaliate against me to build a aberrant check list do to my calls to Human Resources and Civil Rights and NLRB which lead up to my discharge. The company use a Contractor to discharge myself, (b) (6), (b) (7)(C) name is (b) (6), (b) (7)(C) who continually persuade me to drop allllll charges against pse&g and take the severance pay for \$10,000 an collect unemployment and have faith in God an move on to a better job along with (b) (6), (b) (7)(C).

The text messages are relevant because, the blue print is (b) (6), (b) (7)(C) myself and the yellow print is (b) (6), (b) (7)(C), who the company said I allegedly punch in (b) (6), (b) (7)(C) back an aggressively pull (b) (6), (b) (7)(C) off the truck, when (b) (6), (b) (7)(C) had (b) (6), (b) (7)(C) head down an ask what just happen not seeing anything. (b) (6), (b) (7)(C) stated everything was fine an (b) (6), (b) (7)(C) understood. (b) (6), (b) (7)(C) stated what the company was trying to do to me. Once the company and (b) (6), (b) (7)(C) found out (b) (6), (b) (7)(C) was helping myself. It was either (b) (6), (b) (7)(C) help the company to discharge myself or loose his job.

Please give me a phone number and email address for (b) (6), (b) (7)(C), if you have it.

(b) (6), (b) (7)(C) also help the company. I received no help from Human Resources who took notes that I gave to them an distribut my information to the company along with Union not Representing myself but just sits an listen to false accusations from my coworkers and the company. The company just ignores my true statements an I continuesly receives discipline leading to my discharge. The d's and pictures are my proof along with the notes I gave you.

From: (b) (6), (b) (7)(C) [mailto:(b) (6), (b) (7)(C)]

Sent: Tuesday, January 06, 2015 4:41 PM

To: O'Neill, Kathleen

Subject:

The evidence supports my charge because (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) told them to report me because (b) (6), (b) (7)(C) doesn't want to help or represent myself. Along with telling my coworkers to continuesly reported myself to (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on false accusations when any of these could have been resolved but the company continued retaliate against me to build a aberrant check list do to my calls to Human Resources and Civil Rights and NLRB which lead up to my discharge. The company use a Contractor to discharge myself (b) (6), (b) (7)(C) name is (b) (6), (b) (7)(C) who continually persuade me to drop allllll charges against pse&g and take the severance pay for \$10,000 an collect unemployment and have faith in God an move on to a better job along with (b) (6), (b) (7)(C). The text messages are relevant because, the blue print is (b) (6), (b) (7)(C) myself and the yellow print is (b) (6), (b) (7)(C) who the company said I allegedly punch in (b) (6), (b) (7)(C) back an aggressively pull (b) (6), (b) (7)(C) off the truck, when (b) (6), (b) (7)(C) had (b) (6), (b) (7)(C) head down an ask what just happen not seeing anything. (b) (6), (b) (7)(C) stated everything was fine an (b) (6), (b) (7)(C) understood. (b) (6), (b) (7)(C) stated what the company was trying to do to me. Once the company and (b) (6), (b) (7)(C) found out (b) (6), (b) (7)(C) was helping myself. It was either (b) (6), (b) (7)(C) help the company to discharge myself or loose (b) (6), (b) (7)(C) job. (b) (6), (b) (7)(C) also help the company. I received no help from Human Resources who took notes that I gave to them an distribut my information to the company along with Union not Representing myself but just sits an listen to false accusations from my coworkers and the company. The company just ignores my true statements an I continuesly receives discipline leading to my discharge. The d's and pictures are my proof along with the notes I gave you.

From: (b) (6), (b) (7)(C)
To: [O'Neill, Kathleen](#)
Date: Friday, January 9, 2015 3:40:34 PM

Hello, this is (b) (6), (b) (7)(C). On January 7, 2015 I was sending you a lot of emails. In the mix of myself sending you that information. A email of yours came through as I was emailing you but your message disappeared. I want to make sure I didn't miss anything you sent myself. I'm just following up, if so please resend. Thanks and Have a Good weekend!

From: pilles@verizon.net
To: [O'Neill, Kathleen](#)
Subject: Re: PSE&G 4-CB-138855
Date: Monday, January 12, 2015 5:56:30 AM

Jan 11, 2015 06:54:10 PM, Kathleen.oneill@nlrb.gov wrote:

=====

Kathleen - My cell number is 856-630-6937. I agree. Please advise as to how you wish to proceed.

John,

I'm a little concerned about the weather tomorrow morning. The forecast is for icy roads. It looks like the weather will improve during the day. Let's touch base in the morning. If the roads are bad, maybe we can push the appointment

back an hour or postpone to another day. If the roads are okay, I would like to keep the appointment. My cell is (b) (6), (b) (7)(C) What is your cell number?

Kathleen O'Neill

National Labor Relations Board

615 Chestnut Street

7th Floor

Philadelphia, PA 19106

215-597-7645 (ph)

215-597-7658 (fax)

From: [Incardone, Justin B](#)
To: [O'Neill, Kathleen](#)
Subject: Comparator Information
Date: Tuesday, January 13, 2015 7:57:12 PM
Attachments: [disclaimer.html](#)

Kathy: Pleasure meeting with you today. We discussed me alerting you to any employees besides (b) (6), (b) (7)(C) whose employment PSE&G suspended for physical altercations or verbal threats, and ultimately terminated for that behavior. We have uncovered three examples at this time, summarized below:

Former Employee's Name	Administratively Suspended?	Discharged?	Behavior	Level of Positive Discipline at the Time of Discharge
(b) (6), (b) (7)(C)	Yes	Yes (2013)	Verbal threats towards co-workers	None
(b) (6), (b) (7)(C)	Yes	Yes (2009)	Verbal threats toward a co-worker	None
(b) (6), (b) (7)(C)	Yes	Yes (2009)	Verbal threat toward, and reported physical contact with, another employee	Final Written Warning

PSE&G believes that this is further evidence that it did not subject (b) (6), (b) (7)(C) to disparate treatment because of the grievances Local 855 submitted on (b) (6) behalf. Also, if you want, we will be happy to provide you with examples of grievances UA Local 855 filed on behalf of other Audubon employees in the last year or so whose employment the Company has not terminated.

Regards,

Justin B. Incardone
Associate General Labor & Employment Counsel
PSEG Services Corporation
80 Park Plaza T5E
Newark, NJ 07102-4194
O: (973) 430-6163
C: (973) 951-4015
F: (973) 645-1307
justin.incardone@pseg.com

From: [Incardone, Justin B](#)
To: [O'Neill, Kathleen](#)
Subject: RE: Comparator Information
Date: Wednesday, January 14, 2015 1:47:25 PM

Sure – can you give me a week? Justin
Justin B. Incardone
Associate General Labor & Employment Counsel
(973) 430-6163

From: O'Neill, Kathleen [mailto:Kathleen.oneill@nrlb.gov]
Sent: Wednesday, January 14, 2015 1:08 PM
To: Incardone, Justin B
Subject: RE: Comparator Information

Email sent from outside of PSEG. Use caution before using links/attachments.

Thank you. Will you please give me a copy of the disciplinary file for each of the employees named below so I have the documentary support. I do not need you to give me information on grievances filed on behalf of other employees who have not been terminated.

From: Incardone, Justin B [mailto:Justin.Incardone@pseg.com]
Sent: Tuesday, January 13, 2015 7:57 PM
To: O'Neill, Kathleen
Subject: Comparator Information

Kathy: Pleasure meeting with you today. We discussed me alerting you to any employees besides (b) (6), (b) (7)(C) whose employment PSE&G suspended for physical altercations or verbal threats, and ultimately terminated for that behavior. We have uncovered three examples at this time, summarized below:

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(b) (6), (b) (7)(C)	Yes	Yes (2009)	Verbal threat toward, and reported physical contact with, another employee	Final Written Warning

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Regards,
Justin B. Incardone

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O: (973) 430-6163
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From: pilles@verizon.net
To: [O'Neill, Kathleen](#)
Subject: Re: RE: PSE&G 4-CB-138855
Date: Wednesday, January 14, 2015 2:59:41 PM
Attachments: [11415.pdf](#)

Please see attached. Thank you.

Jan 12, 2015 03:36:07 PM, Kathleen.oneill@nlrb.gov wrote:

John,

Thank you for meeting with me today. May I have contact information for

(b) (6), (b) (7)

-----Original Message-----

From: pilles@verizon.net [mailto:pilles@verizon.net]

Sent: Monday, January 12, 2015 5:56 AM

To: O'Neill, Kathleen

Subject: Re: PSE&G 4-CB-138855

Jan 11, 2015 06:54:10 PM, Kathleen.oneill@nlrb.gov wrote:

=====

Kathleen - My cell number is 856-630-6937. I agree. Please advise as to how you wish to proceed.

John,

I'm a little concerned about the weather tomorrow morning. The forecast is for icy roads. It looks like the weather will improve during the day. Let's touch base in the morning. If the roads are bad, maybe we can push the appointment back an hour or postpone to another day. If the roads are okay, I would like to keep the appointment. My cell is (b) (6), (b) (7)(C) What is your cell number?

Kathleen O'Neill

National Labor Relations Board

615 Chestnut Street

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215-597-7645 (ph)

215-597-7658 (fax)

John F. Pillles, Jr.

Attorney at Law

Lumberton Holly Office Center

774 Eayrestown Road, Suite L1

Lumberton, New Jersey 08048-3100

January 14, 2015

United States of America
National Labor Relations Board
Region 4
615 Chestnut Street - Suite 710
Philadelphia, PA 19106-4413

Attention: Kathleen O'Neill
Field Examiner

Re: U.A. Local No. 855
and (b) (6), (b) (7)(C)
Case 04-CB-138855
Our File No. 01-0180-246

Dear Ms. O'Neill:

I did not have opportunity to review your request for (b) (6), (b) (7)(C) "contact information" electronically transmitted Monday afternoon, January 12, 2015 until this morning. I did not check my "e-mail" on Monday evening (since I was teaching C.C.D. class at my local parish) and/or yesterday (since I was absent from the office attending client meetings).

It is my understanding that you have already contacted (b) (6), (b) (7)(C).

Should you require any further assistance or information, please do not hesitate to contact me.

Very truly yours,

JOHN F. PILLES, JR.

JFP (b) (6),

cc: (b) (6), (b) (7)(C) - U.A. Local 855
01-0180-246

Licensed to Practice in:

Telephone (609) 267-7711
Telefax (609) 267-9303

New Jersey
Texas

From: [Incardone, Justin B](#)
To: [O'Neill, Kathleen](#)
Subject: Carter v. PSE&G
Date: Wednesday, January 21, 2015 6:29:55 PM
Attachments: (b) (6), (b) (7)(C)
[disclaimer.html](#)

Kathy, I hope you're well. Attached is the back-up documentation for the three comparators I referenced by email last week. I have not provided every document which relates to these employees' respective discharges - that would be incredibly burdensome - but just those that give you a feel for the issues at play in these cases. There is no suspension letter because, again, suspensions are not a punitive measure at PSE&G. However, the packets reference the employees' respective suspensions (e.g., attendance calendar for (b) (6), (b) (7)(C) ("K" is code for suspension), suspension grievance, supervisor notes of a suspension meeting, etc.).

Also, like (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were offered agreements which provided them a payment in exchange for, among other things, a no-re-employment clause. (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) accepted. Let me know if you require anything else.

Regards,

Justin B. Incardone
Associate General Labor & Employment Counsel
(973) 430-6163



(b) (6), (b) (7)(C) 2013

Regular Mail and Certified Mail

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C)

On (b) (6), (b) (7)(C) 2012 you were involved in an incident with a co-worker on Company premises and on Company time that resulted in criminal charges being brought against you. You ultimately pled guilty to making terroristic threats, and admitted under oath when pleading guilty to that crime that you threatened your co-worker with physical violence.

The Company conducted its own investigation of the incident on (b) (6), (b) (7)(C) 2012. That investigation revealed that you made other comments threatening the physical well-being of your co-workers.

The Company is committed to maintaining a workplace free of violent, threatening, and intimidating behavior. Your aforementioned actions inhibit the Company's ability to maintain such a workplace. Due to the seriousness of your misconduct, your employment is terminated effective immediately.

Sincerely,

(b) (6), (b) (7)(C)

C: IBEW Local 94
Labor Relations
Personnel File

TO: (b) (6), (b) (7)(C)
FROM: (b) (6), (b) (7)(C)
SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) – Company
(b) (6), (b) (7)(C) – Company

(b) (6), (b) (7)(C) – Local 94
(b) (6), (b) (7)(C) – Local 94
(b) (6), (b) (7)(C) – Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)

Discussion follows:

(b) (6), (b) (7)(C) What was your work assignment on Tuesday, (b) (6), (b) (7)(C) 12?

(b) (6), (b) (7)(C) We were switching cables over to aerial cable and making room for a new circuit in Gloucester City.

(b) (6), (b) (7)(C) Who were the members of your crew?

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

Were you angry or upset with anything or anyone that day

No

Were there any altercations between you and (b) (6), (b) (7)(C) throughout the day?

(b) (6), (b) (7)(C) No

Please describe what happened when you returned to the reporting location at the end of the work assignment. Did you call (b) (6), (b) (7)(C) over to your truck? What did you say to (b) (6), (b) (7)(C)

I pulled into the yard. (b) (6), (b) (7)(C) was walking by and I asked (b) (6), (b) (7)(C) how (b) (6), (b) (7)(C) was doing and if everything was all wrapped up. I then backed up the truck to park it, cleaned the truck off, did timesheets, etc. I checked the building and I locked the gate on my way out.

(b) (6), (b) (7)(C)

Were you the last one out?

Yes. I was the last one out. I checked the building and left.

Did you make any threats to [REDACTED] at the truck?

No

Did you bring a handgun to work that day?

No

Have you ever brought a hand gun to work?

Never

(b) (6), (b) (7)(C)

What happened the next day when you reported to work?

I drove to work and pulled up to the gate and no one was there. Police surrounded me, arrested me, and searched my truck. They found no hand gun. They took me to the Pennsauken Police Dept. and then the sheriffs took me to the Camden County lock up. It was a horrible experience.

Did the police find any weapons in your car?

There were no weapons in the car I believe. (They went on mute for a minute). They found a BB gun and a machete

Why did you bring a BB gun and a machete in your car to work?

The machete is for cutting brush and the BB gun for me and [REDACTED] It's always in my truck, I forgot it was there. I keep the machete in my drag bag. I never bring it on the Company truck.

(b) (6), (b) (7)(C)

What about the machete?

I would ask my supervisor for permission if I needed it to clear brush.

What happened when you were taken into police custody?

They brought me in like a criminal, booked me, asked me what happened, threw me in a cell. The sheriff took me to Camden County lock up and strip searched me. They put me in a cell for 14 hours with other inmates until I made bail. It was pretty bad.

(b) (6), (b) (7)(C)

What did you tell the police?

Basically what I'm telling you (what I said earlier)

Why do you think [REDACTED] would make this up knowing full well what could possibly come out of this i.e. criminal charges, work issues, etc.?

I don't know.

How often do you work with (b) (6), (b) (7)(C)

Every now and then.

Have you [REDACTED] ever had any arguments?

No, we usually talk as friends.

(b) (6), (b) (7)(C)

During our investigation it's been told to us that you have threats to people in the workplace to the tune of "I'm going to roll a grenade into the trailer and lock the door and kill everyone. They don't know what I'm capable of". Have you said these things? What did you mean by them?

I never made any allegations like that.

Do you have any issues or arguments with anyone in the trailer?

No

Do you have any idea why people make up that you said those things?

I don't know. I guess it's just shop talk. I never said any of that.

Did Corporate Security interview you at all?

No

(b) (6), (b) (7)(C)

Did the police search your house for a gun?

Yes

Did they find one?

Yes, it was registered to me.

(b) (6), (b) (7)(C)

Did you ever bring that gun to work

I never brought it to work.

What kind of gun is it?

A 9MM

Did (b) (6), (b) (7)(C) climb up on the running board of your truck when you talked to (b) (6), (b) (7)(C)

I don't recall, I don't remember.

Was the discussion heated?

Just shop talk.

Was there anyone else in the yard when you were talking to (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Not to my knowledge

Do you have anything else to add?

No

Just a reminder that you are not to step foot on Company property until further notice. I will be in touch with (b) (6), (b) (7)(C) and let (b) (6), (b) (7)(C) know where we're going from here.

I will fully cooperate and not go onto PSE&G property.

TO: (b) (6), (b) (7)(C)
FROM: (b) (6), (b) (7)(C)
SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) Company
(b) (6), (b) (7)(C) Company
(b) (6), (b) (7)(C) Company

(b) (6), (b) (7)(C) Local 94
(b) (6), (b) (7)(C) - Local 94
(b) (6), (b) (7)(C) Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)

Discussion follows:

(b) (6), (b) (7)(C)

What was your work assignment on Tuesday, (b) (6), (b) (7)(C) 12?

Frame poles near Gloucester City High School

Who were the members of your crew?

(b) (6), (b) (7)(C)

Were there any altercations between you and (b) (6), (b) (7)(C) throughout the day?

Work wise, no, (b) (6), (b) (7)(C) was a few poles away with (b) (6), (b) (7)(C) crew. (b) (6), (b) (7)(C) seemed mad and frustrated. I heard (b) (6), (b) (7)(C) say "I'm going to blow away your kneecaps" to me and other people around. It was unprovoked and I went to (b) (6), (b) (7)(C) and asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) knew what that was all about.

(b) (6), (b) (7)(C)

Please describe what happened when you returned to the reporting location at the end of the work assignment.

We came back and as I was getting out of the bathroom in the warehouse (b) (6), (b) (7)(C) called me over to (b) (6), (b) (7)(C) truck. I got on the running board and (b) (6), (b) (7)(C) pulled out a gun and pointed at me below the window line. Then (b) (6), (b) (7)(C) said "This is what I'm going to shoot you with if you fuck with me". I then asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) went home and got it and (b) (6), (b) (7)(C) said "I always have it on me". At that point, I jumped off the truck and walked away.

(b) (6), (b) (7)(C)

Where was the weapon located? Please describe the weapon.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) pulled it out from next to (b) (6), (b) (7)(C). It was a silver 9mm automatic handgun. I saw the 9mm inscribed on the top of it.

Are you familiar with handguns?

Not really, I don't own one.

Could you identify the make and model of the handgun?

I believe it was a Smith and Wesson. I read it on the side of the gun.

Could it possibly have been the Burndy Wej Tap tool?

No.

Did you report the incident to a supervisor? Why not?

(b) (6), (b) (7)(C)

Not immediately, it would have gotten rough at the site. I got home and called (b) (6), (b) (7)(C) and asked what we should do. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) had to make a call and to wait. (b) (6), (b) (7)(C) called me back in ten minutes and told me (b) (6), (b) (7)(C) talked to (b) (6), (b) (7)(C) and to hold tight.

Who did you tell about the incident and when?

(b) (6), (b) (7)(C) called me around 11:00 and I described the whole incident to (b) (6), (b) (7)(C).

What transpired after you spoke with (b) (6), (b) (7)(C) Tuesday night and into Wednesday morning?

(b) (6), (b) (7)(C) from Corporate Security Services (C.S.) called and I described the incident again to (b) (6), (b) (7)(C). C.S. called back to verify the location and then (b) (6), (b) (7)(C) called me back and told me (b) (6), (b) (7)(C) would be picking me up to take me to Pennsauken P.D. to make a statement. We then went to Pennsauken P.D. and I had an interview with the detective.

(b) (6), (b) (7)(C)

How often do you work with (b) (6), (b) (7)(C)?

Here and there, our crews are usually side by side (b) (6), (b) (7)(C) crew.

Has (b) (6), (b) (7)(C) ever made any verbal or non-verbal threats to you before yesterday?

(b) (6), (b) (7)(C) we've always been good.

(b) (6), (b) (7)(C)

Have you ever witnessed [REDACTED] threaten anyone else?

[REDACTED] said things to me about other people blowing off steam. [REDACTED] threatened to throw a grenade into the reporting trailer and lock the door. [REDACTED] said [REDACTED] wants to kill everyone in this place. [REDACTED] said these people don't know what [REDACTED] capable of. [REDACTED] says it in an angry tone.

The statement from [REDACTED] said [REDACTED] said "If you ever fuck with me again, this is what I'm going to shoot you with." This implies a repeat incident. Have you ever had an incident with [REDACTED] before.

I never had an incident before with [REDACTED] talks to me and vents to me since we both knew each other from the contractor world we used to work in. It took me by surprise that [REDACTED] spoke to me this way.

Before yesterday, have you ever seen [REDACTED] bring a weapon to work?

No

Is there anything else you would like to add?

No

TO: (b) (6), (b) (7)(C)
FROM: (b) (6), (b) (7)(C)

SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) – Company (b) (6), (b) (7)(C) Local 94
(b) (6), (b) (7)(C) – Company (b) (6), (b) (7)(C) Local 94
(b) (6), (b) (7)(C) – Company (b) (6), (b) (7)(C) Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)

Discussion follows:

(b) (6), (b) (7)(C)

What was your work assignment on Tuesday, (b) (6), (b) (7)(C) 12?

I was with (b) (6), (b) (7)(C) I drove the pole truck out with poles for (b) (6), (b) (7)(C) crew

Where was (b) (6), (b) (7)(C) in relation to you?

(b) (6), (b) (7)(C) For the first three hours I was working with (b) (6), (b) (7)(C) crew setting poles. I was moving the trucks around with (b) (6), (b) (7)(C) to set the poles. After that I worked as a ground hand with (b) (6), (b) (7)(C) the rest of the day.

Did you witness (b) (6), (b) (7)(C) make any threats to yourself or others yesterday?

No

Did you witness anything when you went back to the P.S. reporting location?

No

(b) (6), (b) (7)(C) Prior to yesterday, have you ever witnessed (b) (6), (b) (7)(C) make any threats to anyone at your work location?

No

Have you ever seen (b) (6), (b) (7)(C) bring a handgun to work?

(b) (6), (b) (7)(C)

No

Did (b) (6), (b) (7)(C) look angry or irritated yesterday?

(b) (6), (b) (7)(C) looked like (b) (6), (b) (7)(C) always does, a little hyper.

Do you have anything else to add?

No, just a regular work day.

TO: (b) (6), (b) (7)(C)
FROM: (b) (6), (b) (7)(C)

SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) Company
(b) (6), (b) (7)(C) Company
(b) (6), (b) (7)(C) Company

(b) (6), (b) (7)(C) Local 94
(b) (6), (b) (7)(C) Local 94
(b) (6), (b) (7)(C) Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)

Discussion follows:

(b) (6), (b) (7)(C)

What was your work assignment on Tuesday, (b) (6), (b) (7)(C) 12?

Working by the high school, doing changeovers, framing for 69KV

Who were the members of your crew?

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

Where was (b) (6), (b) (7)(C) in relation to you?

(b) (6), (b) (7)(C) was all over the place working with several gangs

Did you witness (b) (6), (b) (7)(C) make any threats to yourself or others yesterday?

No

Did you witness anything when you went back to the P.S. reporting location?

No

Prior to yesterday, have you ever witnessed (b) (6), (b) (7)(C) make any threats to anyone at your work location?

No

(b) (6), (b) (7)(C)

Have you ever seen (b) (6), (b) (7)(C) bring a handgun to work?

No

Did (b) (6), (b) (7)(C) look angry or irritated yesterday?

No, (b) (6), (b) (7)(C) was just hanging around, smoking cigarettes, I don't know if that's normal for (b) (6), (b) (7)(C). I don't know (b) (6), (b) (7)(C) that well.

Do you have anything else to add?

No, typical work day

TO: (b) (6), (b) (7)(C)

FROM: (b) (6), (b) (7)(C)

SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) - Company
(b) (6), (b) (7)(C) - Company
(b) (6), (b) (7)(C) - Company

(b) (6), (b) (7)(C) - Local 94
(b) (6), (b) (7)(C) - Local 94
(b) (6), (b) (7)(C) - Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)

Discussion follows:

(b) (6), (b) (7)(C)

What was your work assignment on Tuesday, (b) (6), (b) (7)(C) /12?

Assist on the R.O.W., changeovers, running wire

Who were the members of your crew?

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

Where was (b) (6), (b) (7)(C) in relation to you?

Running between gangs, setting poles, helping out where needed

Did you witness (b) (6), (b) (7)(C) make any threats to yourself or others yesterday?

No

Did you witness anything when you went back to the P.S. reporting location?

No

Prior to yesterday, have you ever witnessed (b) (6), (b) (7)(C) make any threats to anyone at your work location?

No

(b) (6), (b) (7)(C)

Have you ever seen (b) (6), (b) (7)(C) bring a handgun to work?

No

Did (b) (6), (b) (7)(C) look angry or irritated yesterday?

No, (b) (6), (b) (7)(C) looked normal to me.

Do you have anything else to add?

No, typical work day

TO: (b) (6), (b) (7)(C)
FROM: (b) (6), (b) (7)(C)
SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) Company
(b) (6), (b) (7)(C) Company
(b) (6), (b) (7)(C) Company

(b) (6), (b) (7)(C) Local 94
(b) (6), (b) (7)(C) Local 94
(b) (6), (b) (7)(C) Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)

Discussion follows:

(b) (6), (b) (7)(C)

What was your work assignment on Tuesday, (b) (6), (b) (7)(C) 12?

Set 2 poles, pull up sections of 26, transfer pole, make taps, and install an 80 bracket

Who were the members of your crew?

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

Where was (b) (6), (b) (7)(C) in relation to you?

I don't know.

Did you witness (b) (6), (b) (7)(C) make any threats to yourself or others yesterday?

No

Did you witness anything when you went back to the P.S. reporting location?

No

Prior to yesterday, have you ever witnessed (b) (6), (b) (7)(C) make any threats to anyone at your work location?

(b) (6), (b) (7)(C)

No

(b) (6), (b) (7)(C)

Have you ever seen (b) (6), (b) (7)(C) bring a handgun to work?

No

Did (b) (6), (b) (7)(C) look angry or irritated yesterday?

It's hard to tell, (b) (6), (b) (7)(C) was acting like (b) (6), (b) (7)(C) always did.

Do you have anything else to add?

No

TO: (b) (6), (b) (7)(C)
FROM: (b) (6), (b) (7)(C)
SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) – Company
(b) (6), (b) (7)(C) – Company
(b) (6), (b) (7)(C) Company

(b) (6), (b) (7)(C) – Local 94
(b) (6), (b) (7)(C) – Local 94
(b) (6), (b) (7)(C) Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)

Discussion follows:

(b) (6), (b) (7)(C) What was your work assignment on Tuesday, (b) (6), (b) (7)(C) 12?

Run 800 wire to replace aerial cable

Who were the members of your crew?

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

Where was (b) (6), (b) (7)(C) in relation to you?

(b) (6), (b) (7)(C) was working across the street from us setting poles.

Did you witness (b) (6), (b) (7)(C) make any threats to yourself or others yesterday?

No

Did you witness anything when you went back to the P.S. reporting location?

No

Prior to yesterday, have you ever witnessed (b) (6), (b) (7)(C) make any threats to anyone at your work location?

No

(b) (6), (b) (7)(C)

Have you ever seen (b) (6), (b) (7)(C) bring a handgun to work?

No

Did (b) (6), (b) (7)(C) look angry or irritated yesterday?

Not that I noticed.

Do you have anything else to add?

Normal work day

TO: (b) (6), (b) (7)(C)
FROM: (b) (6), (b) (7)(C)
SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) – Company
(b) (6), (b) (7)(C) – Company
(b) (6), (b) (7)(C) Company

(b) (6), (b) (7)(C) – Local 94
(b) (6), (b) (7)(C) – Local 94
(b) (6), (b) (7)(C) – Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)

Discussion follows:

(b) (6), (b) (7)(C) What was your work assignment on Tuesday, (b) (6), (b) (7)(C) 12?
Working on the Gloucester Right of way on a turn pole hanging an 80 bracket and dead ending wire
Who were the members of your crew?
(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)
Where was (b) (6), (b) (7)(C) in relation to you?
On the next pole up setting a pole and transferring it
Did you witness (b) (6), (b) (7)(C) make any threats to yourself or others yesterday?
No
Did you witness anything when you went back to the P.S. reporting location?
No
Prior to yesterday, have you ever witnessed (b) (6), (b) (7)(C) make any threats to anyone at your work location?

(b) (6), (b) (7)(C)

Idle threats, I just thought it was fooling around, stuff like "I'll beat the shit out of (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) ever talks to me that way"

Have you ever seen (b) (6), (b) (7)(C) bring a handgun to work?

No

Did (b) (6), (b) (7)(C) look angry or irritated yesterday?

No.

Do you have anything else to add?

Normal work day

TO: (b) (6), (b) (7)(C)
FROM: (b) (6), (b) (7)(C)
SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) – Company
(b) (6), (b) (7)(C) Company
(b) (6), (b) (7)(C) Company

(b) (6), (b) (7)(C) Local 94
(b) (6), (b) (7)(C) – Local 94
(b) (6), (b) (7)(C) Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C).

Discussion follows:

(b) (6), (b) (7)(C)

What was your work assignment on Tuesday, (b) (6), (b) (7)(C) 12?

Re-routing a new 69KV line

Who were the members of your crew?

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

Where was (b) (6), (b) (7)(C) in relation to you?

(b) (6), (b) (7)(C) gang was about four poles away

Did you witness (b) (6), (b) (7)(C) make any threats to yourself or others yesterday?

No

Did you witness anything when you went back to the P.S. reporting location?

No

Prior to yesterday, have you ever witnessed (b) (6), (b) (7)(C) make any threats to anyone at your work location?

(b) (6), (b) (7)(C)

No

(b) (6), (b) (7)(C)

Have you ever seen (b) (6), (b) (7)(C) bring a handgun to work?

No

Did (b) (6), (b) (7)(C) look angry or irritated yesterday?

No, (b) (6), (b) (7)(C) was just being (b) (6), (b) (7)(C)

Do you have anything else to add?

No, typical day.

TO: (b) (6), (b) (7)(C)
FROM: (b) (6), (b) (7)(C)
SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) – Company
(b) (6), (b) (7)(C) – Company
(b) (6), (b) (7)(C) – Company

(b) (6), (b) (7)(C) – Local 94
(b) (6), (b) (7)(C) – Local 94
(b) (6), (b) (7)(C) – Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)

Discussion follows:

(b) (6), (b) (7)(C)

What was your work assignment on Tuesday, (b) (6), (b) (7)(C) 12?

Install two poles and do transfers

Who were the members of your crew?

(b) (6), (b) (7)(C)

Where was (b) (6), (b) (7)(C) in relation to you?

(b) (6), (b) (7)(C) was setting the poles, one pole up from us and we were doing the transfers

Did you witness (b) (6), (b) (7)(C) make any threats to yourself or others yesterday?

No

Did you witness anything when you went back to the P.S. reporting location?

No

Prior to yesterday, have you ever witnessed (b) (6), (b) (7)(C) make any threats to anyone at your work location?

(b) (6), (b) (7)(C)

No

(b) (6), (b) (7)(C)

Have you ever seen (b) (6), (b) (7)(C) bring a handgun to work?

No

Did (b) (6), (b) (7)(C) look angry or irritated yesterday?

(b) (6), (b) (7)(C) looked like (b) (6), (b) (7)(C) looked everyday.

Do you have anything else to add?

No

TO: (b) (6), (b) (7)(C)
FROM: (b) (6), (b) (7)(C)
SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) – Company

(b) (6), (b) (7)(C) – Company

(b) (6), (b) (7)(C) – Company

(b) (6), (b) (7)(C) – Local 94

(b) (6), (b) (7)(C) – Local 94

(b) (6), (b) (7)(C) – Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C)

Discussion follows:

(b) (6), (b) (7)(C)

What was your work assignment on Tuesday, (b) (6), (b) (7)(C) 12?

I was assigned to (b) (6), (b) (7)(C) crew to set poles so gangs could come in and frame the poles

Who were the members of your crew?

(b) (6), (b) (7)(C)

Where was (b) (6), (b) (7)(C) in relation to you?

(b) (6), (b) (7)(C) was right there with us setting poles directing the crew. We had help from other crews as well.

Did you witness (b) (6), (b) (7)(C) make any threats to yourself or others yesterday?

No, after the poles were set I was in the air framing poles.

Did you witness anything when you went back to the P.S. reporting location?

No

Prior to yesterday, have you ever witnessed (b) (6), (b) (7)(C) make any threats to anyone at your work location?

(b) (6), (b) (7)(C)

No

Have you ever seen (b) (6), (b) (7)(C) bring a handgun to work?

No

Did (b) (6), (b) (7)(C) look angry or irritated yesterday?

As the day went on (b) (6), (b) (7)(C) seemed more agitated. I thought it was because (b) (6), (b) (7)(C) thought I wasn't working fast enough.

Do you have anything else to add?

Towards the end of the day I went to my truck and I saw (b) (6), (b) (7)(C) walk to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) truck. It looked like they had words but I couldn't hear what was said.

TO: (b) (6), (b) (7)(C)
FROM: (b) (6), (b) (7)(C)
SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) – Company
(b) (6), (b) (7)(C) Company
(b) (6), (b) (7)(C) Company

(b) (6), (b) (7)(C) – Local 94
(b) (6), (b) (7)(C) Local 94
(b) (6), (b) (7)(C) – Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)

Discussion follows:

(b) (6), (b) (7)(C)

What was your work assignment on Tuesday, (b) (6), (b) (7)(C) 12?

Set poles at Gloucester High School and then assist other crews.

Who were the members of your crew?

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

Where was (b) (6), (b) (7)(C) in relation to you?

I was working the digger and (b) (6), (b) (7)(C) was the Chief. I set two poles and then (b) (6), (b) (7)(C) sent me to help the other gangs.

Did you witness (b) (6), (b) (7)(C) make any threats to anyone yesterday?

No

Prior to yesterday, have you ever witnessed (b) (6), (b) (7)(C) make any threats to anyone?

Yes, (b) (6), (b) (7)(C) made comments over the last several weeks that (b) (6), (b) (7)(C) was going to start taking people out if they don't leave (b) (6), (b) (7)(C) alone. (b) (6), (b) (7)(C) felt that people were picking on (b) (6), (b) (7)(C) but I didn't notice anyone picking on (b) (6), (b) (7)(C)

Did you witness anything when you went back to the P.S. reporting location?

(b) (6), (b) (7)(C)

No

Have you ever seen (b) (6), (b) (7)(C) bring a gun to work?

No

Did (b) (6), (b) (7)(C) look angry or irritated yesterday?

Yes, (b) (6), (b) (7)(C) was fine in the morning and got worse as the day went on. I didn't see anything to trigger it, that's just how it is, that's how (b) (6), (b) (7)(C) behaves.

How often are you assigned to (b) (6), (b) (7)(C) gang?

More than any other chief, (b) (6), (b) (7)(C) the (b) (6), (b) (7)(C) and I'm the (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Have you ever witnessed (b) (6), (b) (7)(C) get physical with anyone?

I've only seen (b) (6), (b) (7)(C) yell but not to the point it where it would be a confrontation.

Do you have anything else to add?

No

TO: (b) (6), (b) (7)(C)
FROM: (b) (6), (b) (7)(C)
SUBJECT: Fact Finding – Employee Threat

DATE OF INCIDENT: (b) (6), (b) (7)(C) 2012

(b) (6), (b) (7)(C) Company (b) (6), (b) (7)(C) Local 94
(b) (6), (b) (7)(C) Company (b) (6), (b) (7)(C) Local 94
(b) (6), (b) (7)(C) Company (b) (6), (b) (7)(C) Local 94

On (b) (6), (b) (7)(C) 2012 a fact-finding meeting was held. At that meeting, there was discussion regarding the alleged threat made by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)

Discussion follows:

(b) (6), (b) (7)(C)

What was your work assignment on Tuesday (b) (6), (b) (7)(C) 12?

All four crews were working on the transmission right of way working cutting over aerial cable to 800 O.W.A.

Who were the members of your crew?

(b) (6), (b) (7)(C)

Where was (b) (6), (b) (7)(C) in relation to your crew?

Within a span, we were assisting (b) (6), (b) (7)(C) crew. I sent (b) (6), (b) (7)(C) to help ground hand (b) (6), (b) (7)(C) crew

Did you witness (b) (6), (b) (7)(C) make any threats to anyone?

Yes, to me, (b) (6), (b) (7)(C) and a couple more in a group setting. To (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) said "If people fuck with me, I'll blow their kneecaps off with a shotgun." To me (b) (6), (b) (7)(C) said if I fucked with (b) (6), (b) (7)(C) was going to shoot me. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) take out everyone. (b) (6), (b) (7)(C) and I seemed to be taking the brunt of the aggression. Threats were made throughout the day. As the day progressed, (b) (6), (b) (7)(C) got more aggressive.

Did anything happen when you got back to the P.S. reporting location?

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) was making general comments. I saw (b) (6), (b) (7)(C) on the running board of (b) (6), (b) (7)(C) truck. After (b) (6), (b) (7)(C) got off the truck I asked (b) (6), (b) (7)(C) what was wrong but (b) (6), (b) (7)(C) really didn't answer.

When did (b) (6), (b) (7)(C) contact you?

(b) (6), (b) (7)(C) called me around 9:00 P.M. and told me what had happened at (b) (6), (b) (7)(C) truck (same story (b) (6), (b) (7)(C) told us) and (b) (6), (b) (7)(C) didn't know what to do next.

What did you do after that?

I called (b) (6), (b) (7)(C) and told (b) (6), (b) (7)(C) what (b) (6), (b) (7)(C) told me. (b) (6), (b) (7)(C) called me back and told me to call (b) (6), (b) (7)(C). I told (b) (6), (b) (7)(C) what happened and of my concerns. I didn't get a return call from (b) (6), (b) (7)(C) and at that point I called (b) (6), (b) (7)(C) and left a message on (b) (6), (b) (7)(C) cell phone around 11:00. I then called (b) (6), (b) (7)(C) and told (b) (6), (b) (7)(C) the events of the day and my concerns about reporting to the Pennsauken location in the morning.

Prior to yesterday, have you ever witnessed (b) (6), (b) (7)(C) make any threats to anyone?

Yes, ass whoopings, to shootings, to rolling a grenade through the trailer door.

Did you report the threats to a supervisor? Why not?

No, it was very common, I took it as (b) (6), (b) (7)(C) venting. It was commonplace.

Have you ever seen (b) (6), (b) (7)(C) bring a gun to work?

(b) (6), (b) (7)(C)

No

Do you have anything else to add?

No, I'm just concerned about retaliation at the BBQ tomorrow.

We're taking the necessary precautions to address that.

Fact Finding

Subject: (b) (6), (b) (7)(C)

Date: (b) (6), (b) (7)(C) 2012

Location: Holiday Inn - 2175 Marlton Pike Cherry Hill NJ 08002

Start: 1420 End: 1545

Present: Color represents there answers

- (b) (6), (b) (7)(C)

-
-
-
-
-

(b) (6), (b) (7)(C) What is your full name?

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Where do you reside?

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Are you employed by PSE&G?

At this time I'm suspended, I'm working for (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) When were you hired?

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Where did you work before PSE&G?

(b) (6), (b) (7)(C) they are contractor from down South

(b) (6), (b) (7)(C) What is your title at PSE&G?

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Were you working for PSE&G on (b) (6), (b) (7)(C) 2012?

Yes

(b) (6), (b) (7)(C) Where were you working?

River Road in Pennsauken

(b) (6), (b) (7)(C) Where were you working on that day?

Cables to Arial in Gloucester City

(b) (6), (b) (7)(C) Were you working with other PSE&G workers that day?

Yes

(b) (6), (b) (7)(C) You were arrested by the Pennsauken Police Department on (b) (6), (b) (7)(C) 2012 on River Rd in Pennsauken, correct?

(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - I show you Exhibit 1, complaint warrant (b) (6), (b) (7)(C) The Pennsauken Police Department served you with a copy of this complaint warrant on the day of your arrest, correct?
(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - The complaint charges you with various violations of law relating to an incident with (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2012, including threat to kill, aggravated assault and possession of a firearm for an unlawful purpose, correct?

(b) (6), (b) (7)(C) - That's what (b) (6), (b) (7)(C) charged me with, yes

(b) (6), (b) (7)(C) - (b) (6), (b) (7)(C) was a fellow PSE&G employee on that date and assigned to the same work location, correct?
(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - You were in (b) (6), (b) (7)(C) presence on (b) (6), (b) (7)(C) 2012 at the PSE&G River Road staging facility in Pennsauken, correct?
(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - You owned a silver handgun, a Model 659 Smith and Wesson, on (b) (6), (b) (7)(C) 2012, correct?
(b) (6), (b) (7)(C) - Yes I did

(b) (6), (b) (7)(C) - You lived at (b) (6), (b) (7)(C) in (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2012, correct?
(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - The Pennsauken Police Department searched your home at (b) (6), (b) (7)(C) in (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2012, correct?
(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - The Pennsauken Police Department seized a silver handgun, a Model 659 Smith and Wesson, from your home on (b) (6), (b) (7)(C) 2012, correct?

(b) (6), (b) (7)(C) - That was handed over by my (b) (6), (b) (7)(C) they didn't seize it, my (b) (6), (b) (7)(C) handed to them. They lied to (b) (6), (b) (7)(C) They went to the house and told (b) (6), (b) (7)(C) it was okay and that I gave them permission to go to the house so they lied to (b) (6), (b) (7)(C) They did not have a search warrant so they played a trick on (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) willingly let them in. The police officer told (b) (6), (b) (7)(C) it was okay for them to come in and check the house to get a gun and that I gave them permission, which I never did, but that's what they told (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) - Did (b) (6), (b) (7)(C) sign consent to search?
(b) (6), (b) (7)(C) - No

(b) (6), (b) (7)(C) - Did you sign consent to search?
(b) (6), (b) (7)(C) - No, they went there and said I gave them the okay. I didn't even know they were going to my house.

(b) (6), (b) (7)(C) - They asked (b) (6), (b) (7)(C) for the handgun?

(b) (6), (b) (7)(C) - They asked (b) (6), (b) (7)(C) if there was a handgun in the house. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) would go into the room and look and they stood at the door. After (b) (6), (b) (7)(C) gave them the gun they asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) would mind if they looked around the house and (b) (6), (b) (7)(C) said sure go head and that's what they did and then they left.

(b) (6), (b) (7)(C) I show you Exhibit 2, Accusation no. (b) (6), (b) (7)(C) in the matter of State of New Jersey versus (b) (6), (b) (7)(C) charging you with a single count of an offense of making a Terroristic Threat on (b) (6), (b) (7)(C) 2012 in Pennsauken New Jersey, more specifically to commit a crime of violence with the purpose to terrorize another under circumstances reasonably causing the victim to believe the immediacy of the threat and the likelihood that it would be carried out: You received a copy of the Accusation, correct?

(b) (6), (b) (7)(C) Yes I have it

(b) (6), (b) (7)(C) You reviewed a copy of the Accusation with your counsel, correct?
My Lawyer, yes

(b) (6), (b) (7)(C) I show you Exhibit 3, New Jersey Judiciary Plea Form with respect to Prosecutor File number (b) (6), (b) (7)(C) for defendant (b) (6), (b) (7)(C) relating to Accusation no. (b) (6), (b) (7)(C) charging an offense of Terroristic threats: You received a copy of the Plea Form, correct?

(b) (6), (b) (7)(C) I don't think I received a copy of that. I'm not denying it doesn't exist I just don't have a copy of it

(b) (6), (b) (7)(C) Let me direct your attention to the copy I just gave you. Are those your initials at the bottom?
Yes

(b) (6), (b) (7)(C) Do you remember reviewing this document with your counsel, correct?
I must have, do you know how much paperwork I had to sign.

(b) (6), (b) (7)(C) So you're acknowledging that you went over this form with your attorney?
I must have it has my initials on it

(b) (6), (b) (7)(C) Directing your attention to the bottom right hand corner of pages 1 through 4, those are your initials, correct?
Yes

(b) (6), (b) (7)(C) Directing your attention to the bottom of page 5 that is your signature, correct?
Yes

(b) (6), (b) (7)(C) Directing your attention to the bottom of page 5 the form is dated and was completed by you and counsel on September 12, 2012, correct?

(b) (6), (b) (7)(C) I guess, I already explained myself to you a minute ago

(b) (6), (b) (7)(C) Did you fill this out with your attorney?
Yes I did

(b) (6), (b) (7)(C) Can we take a break for a second? Is that okay? Time 1450
Sure

At 1455 interview resumes

(b) (6), (b) (7)(C) as far as this plea form, (b) (6), (b) (7)(C) is not disputing it does not exist. (b) (6), (b) (7)(C) just does not have a copy of it and before anybody gets an attitude I wanted to through that out there. That's all. (b) (6), (b) (7)(C) does not remember (b) (6), (b) (7)(C) signed a shit load of papers and it was five months ago.

(b) (6), (b) (7)(C) - The fact of the matter is it's here and let me direct your attention to it. Directing your attention to the top of page 1, you indicate that you were pleading guilty to the charge in the Accusation, i.e. [state the charge] correct?

(b) (6), (b) (7)(C) - To the fact that I was being harassed by (b) (6), (b) (7)(C) and that I told (b) (6), (b) (7)(C) to get out of my face before I slapped (b) (6), (b) (7)(C) That's basically what had happened. Yes

(b) (6), (b) (7)(C) - Did you plead guilty to the charges?
Yes

(b) (6), (b) (7)(C) - Did you understand the charge at the time?
Yes

(b) (6), (b) (7)(C) - Did you commit the offense?
No I did not

(b) (6), (b) (7)(C) - But you plead to it?
Yes I did

(b) (6), (b) (7)(C) - You appeared before a Camden County Judge on September 12, 2012 with your attorney, correct?
Yes

(b) (6), (b) (7)(C) - You entered a plea of guilty to Accusation no. (b) (6), (b) (7)(C) on that date, correct?
Correct

(b) (6), (b) (7)(C) - Your plea to the Accusation was done while you were under oath, correct?
That is correct

(b) (6), (b) (7)(C) - The proceeding was recorded, correct?
correct

(b) (6), (b) (7)(C) - If I can interrupt for one second. I'm not saying that I'm trying to hide anything. I did not say you guys cannot have any paperwork. You guys can have whatever you want. I was there so any paperwork you want you can have. I'm not hiding anything. My lawyer will cooperate 120%, you guys can have whatever you want.

(b) (6), (b) (7)(C) - Thanks

(b) (6), (b) (7)(C) - I direct your attention to Exhibit 4 which is a certified transcript of your appearance before a Camden County Judge on September 12; I direct your specific attention to pages 6 and 7 of the transcript which states as follows: [Read page 6, line 17 to page 7, line 3] The transcript correctly records your conversation with the Judge at that time regarding Accusation no. (b) (6), (b) (7)(C) correct?

(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - I direct your attention to Exhibit 4, again which is a certified transcript of your appearance before a Camden County Judge on September 12; I direct your specific attention to pages 7 and 8 of the transcript which presents an exchange between you and your attorney as follows: [Read page 7, line 13 to page 8, line 11]

(b) (6), (b) (7)(C)

- Can I have a minute (Time 1506)

- 1508 what's the purpose of going over all this? (b) (6), (b) (7)(C) is kept out of the room

- I want to validate this stuff

- This is a legal document, nobody can dispute this. I'm not a lawyer. So what is the point of going over all this and probably getting (b) (6), (b) (7)(C) upset? You have all the facts right here, it's all right here. Not for nothing, the (b) (6), (b) (7)(C) pled down to something to get out of something. All I'm trying to do is avoid people getting upset here. The (b) (6), (b) (7)(C) has been going through a lot. There are a lot of accusations going around and quite frankly going through the grievance proceeding, the (b) (6), (b) (7)(C) who made the complaint (b) (6), (b) (7)(C) the fucken company. Okay, so listen, you have to do the fact finding, they did a fact finding months ago about the incident at hand. You want to go over court documents, I don't know, to me and I'm not real smart, but why we are going to take legal transcripts which are unquestioned about whether their true or not because (b) (6), (b) (7)(C) attorney, the judge and the court stenographer is doing this. Why we are going over this line by line to relive the thing. (b) (6), (b) (7)(C) is getting flustered and pissed off. Is that what we are trying to do get (b) (6), (b) (7)(C) pissed off?

(b) (6), (b) (7)(C)

- No I'm not trying to piss (b) (6), (b) (7)(C) off.

The (b) (6), (b) (7)(C) has been through a lot, (b) (6), (b) (7)(C) is still going through a lot.

This is (b) (6), (b) (7)(C) time to tell the company (b) (6), (b) (7)(C) side of the story.

(b) (6), (b) (7)(C) already told the company (b) (6), (b) (7)(C) side of the story

(b) (6), (b) (7)(C)

- Not to me

You're going through legal documents which there is no questions about their validity.

- Okay, so I can't ask (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) recalls it.

Tell me what the point is?

- I want to know if this is true or as you said (b) (6), (b) (7)(C) just said this to make something go away

- You're making a mess of this, there is no reason to be going through this shit. (b) (6), (b) (7)(C) leaves room)

(b) (6), (b) (7)(C)

and (b) (6), (b) (7)(C) enter room

(b) (6), (b) (7)(C)

- Like I said, all this paperwork I don't recall. I went through hell by what they put me through and there is a lot to this story you don't know and I don't remember everything. I did not do a thing wrong since (b) (6), (b) (7)(C) I did exactly what everybody wanted me to do from PS. I did not harass anybody and did not go near anybody's job. I did exactly what I was supposed to do. Now you're going through line by line and I'm not disagreeing with any of this. If you want to know the whole story I would be more than happy to tell you what happened that day.

(b) (6), (b) (7)(C)

Will get to that

(b) (6), (b) (7)(C)

- This was a nightmare to me and what they did to me. You're poking at me and I don't want to recall this.

(b) (6), (b) (7)(C) - I understand that and this is your opportunity to explain to the company in detail all the circumstances surrounding all these facts.

(b) (6), (b) (7)(C) - This is not only me, it's my family, and it's my (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) and what they did to us.

(b) (6), (b) (7)(C) - I think we did explain to the company the facts of that day already.

(b) (6), (b) (7)(C) - There is nothing being hidden, it is all fact.

(b) (6), (b) (7)(C) - So the transcript correctly records your conversation with your attorney at that time regarding Accusation no. (b) (6), (b) (7)(C) correct?

(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - You appeared before a Camden County Judge on November 16, 2012 with your attorney, correct?

(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - You were sentenced by the Camden County Judge on November 16, 2012 as a result of your plea on September 12, 2012 to Accusation no. (b) (6), (b) (7)(C) correct?

(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - You were sentenced to one year of non-custodial probation, correct?

(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - Your sentence required you to forfeit your silver handgun, a Model 659 Smith and Wesson, correct?

(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - Your probation requires, among other conditions, that you have no contact with (b) (6), (b) (7)(C) correct?

(b) (6), (b) (7)(C) - Yes

(b) (6), (b) (7)(C) - Directing your attention again back to Exhibit 4, more specifically pages 7 and 8 of the transcript which presents an exchange between you and your attorney as follows: [Read page 7, line 13 to page 8, line 11] Now is the time to tell me your story

(b) (6), (b) (7)(C) - There was a lot of things going on at that job. I was not there the whole year and those (b) (6), (b) (7)(C) were there all year.

(b) (6), (b) (7)(C) - Who were those (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) - (b) (6), (b) (7)(C) Oh I forgot all their names. Okay, basically there was a lot of wrong doing going on down there and I saw a lot of things and they were afraid I was going to open my mouth up and rat

(b) (6), (b) (7)(C) - We need a minute 1518 they leave room

1524 back in room

(b) (6), (b) (7)(C) - (b) (6), (b) (7)(C) do you want to continue

(b) (6), (b) (7)(C) Basically those (b) (6), (b) (7)(C) did not like me because I was loyal and nice to management and the Union, I was dedicated and they did not like that.

(b) (6), (b) (7)(C) Well again I go back to this discussion with this question and answer thing you had with (b) (6), (b) (7)(C) This was under direct examination with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) on the date the judge discussed with you, (b) (6), (b) (7)(C) were you working for PSE&G? Yes

- Was (b) (6), (b) (7)(C) a colleague of yours working on the line with you? Yes
- Did you get into an argument with (b) (6), (b) (7)(C) over the question of whether anyone was being one of the people who was stealing wire from the company? Yes
- During that discussion, did you get angry with (b) (6), (b) (7)(C) Yes
- And at this time, did you threaten to beat the living crap out of (b) (6), (b) (7)(C) Yes
- And you did that because you wanted to terrorize (b) (6), (b) (7)(C) correct? Yes
- And you didn't care whether or not that caused any terror to (b) (6), (b) (7)(C) right? Correct

(b) (6), (b) (7)(C) So the reason at your plea agreement you had this altercation was because people were stealing wire. You made that comment I believe at your fact finding and I'm asking you to elaborate on it.

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) get up and leave the room 1526 and (b) (6), (b) (7)(C) come back in 1527

(b) (6), (b) (7)(C) Please repeat your question?

(b) (6), (b) (7)(C) The conversation at the plea hearing on September 12th under direct examination with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) on the date the judge discussed with you, (b) (6), (b) (7)(C) were you working for PSE&G? Yes

- Was (b) (6), (b) (7)(C) a colleague of yours working on the line with you? Yes
- Did you get into an argument with (b) (6), (b) (7)(C) over the question of whether anyone was being one of the people who was stealing wire from the company? Yes
- During that discussion, did you get angry with (b) (6), (b) (7)(C) Yes
- And at this time, did you threaten to beat the living crap out of (b) (6), (b) (7)(C) Yes
- And you did that because you wanted to terrorize (b) (6), (b) (7)(C) correct? Yes
- And you didn't care whether or not that caused any terror to (b) (6), (b) (7)(C) right? Correct

(b) (6), (b) (7)(C) So this alludes to the reasoning behind why the act took place and that reason was because people were stealing wire. It is my understanding that argument had been made more than one time. Is that correct?

(b) (6), (b) (7)(C) Yes

(b) (6), (b) (7)(C) Now I'm asking you to elaborate on that statement, who's stealing the wire?
(b) (6), (b) (7)(C) Well there was a lot of rumors going around

(b) (6), (b) (7)(C) I don't want to know about rumors I want to know about what you know. I want to know about facts.

(b) (6), (b) (7)(C) Those (b) (6), (b) (7)(C) did not like me and they were making rumors up giving me a hard time. They were talking behind my back trying to get me to leave. They did not want me there. That's it

(b) (6), (b) (7)(C) I don't see any wrong doing there.

(b) (6), (b) (7)(C) When people are bust your balls every day, you don't see any wrong doing in that?

(b) (6), (b) (7)(C) I'm asking (b) (6), (b) (7)(C) about people stealing wire.

I didn't hear (b) (6), (b) (7)(C) say that. I heard (b) (6), (b) (7)(C) start to explain about rumors and you cut (b) (6), (b) (7)(C) off.

We are either going to talk about it or not talk about it. (b) (6), (b) (7)(C) are you willing to tell us what predicated (b) (6), (b) (7)(C) to make that statement about people stealing wire?

(b) (6), (b) (7)(C) Like I said there was a lot of rumors going on

(b) (6), (b) (7)(C) What kind of rumors?

Rumors of exactly what you just stated.

Specifically?

I don't have any specifics

Do you have any names?

No

Do you have any dates?

No

Can you name any material that was stolen?

No just rumors

What kind of rumors?

People in the yard at night. People jumping the fence

(b) (6), (b) (7)(C) Employees?

No response

So this statement made by your attorney was predicated on rumors?

No response

(b) (6), (b) (7)(C) pulls (b) (6), (b) (7)(C) out of the room at 1537

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) come back in at 1543

(b) (6), (b) (7)(C) Basically that's what happened, there are a lot of rumors going on and they were giving me a hard time

(b) (6), (b) (7)(C) Who is they?

The (b) (6), (b) (7)(C) that were working there.

I'm not going to belabor this anymore, you're not going to tell me so we're done.

End 1545



Close

Results

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Transmission (32%)

Separated From Co.

Wavelength 1012

Hedley Road

Terminated

Integration: default position

Start

(b) (6), (b) (7)(C)

To

(b) (6), (b) (7)(C)

12612

Annual calendar

Month	1	5	10	15	20	25	30
01 January	1	2	3	4	5	6	7
02 February	8	9	10	11	12	13	14
03 March	15	16	17	18	19	20	21
04 April	22	23	24	25	26	27	28
05 May	29	30	31	1	2	3	4
06 June	5	6	7	8	9	10	11
07 July	12	13	14	15	16	17	18
08 August	19	20	21	22	23	24	25
09 September	26	27	28	29	30	1	2
10 October	3	4	5	6	7	8	9
11 November	10	11	12	13	14	15	16
12 December	17	18	19	20	21	22	23



Change

Person **(b) (6), (b) (7)(C)** **(b) (6), (b) (7)(C)**
 Identification **BEW** **Separation** **W/Schul** **1812**
 Hadley Road **(b) (6), (b) (7)(C)** **Terminated** **Integration default position**
 Start **(b) (6), (b) (7)(C)** To **(b) (6), (b) (7)(C)** **2013**

Annual calendar

Month	1	5	10	15	20	25	30
01 January	K	K	K	K	K	K	K
02 February							
03 March							
04 April							
05 May							
06 June							
07 July							
08 August							
09 September							
10 October							
11 November							
12 December							

Public Service Electric & Gas Company
240 Kuller Road, Clifton, NJ 07011-0358



(b) (6), (b) (7)(C) 2009

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C)

On (b) (6), (b) (7)(C) 2008, you were issued a Final Written Warning, the final level of discipline before discharge, as a result of your unacceptable work performance and conduct. You had also previously been issued an Oral Reminder level of discipline in (b) (6), (b) (7)(C) 2006 and a 1st Level Written Reminder level of discipline in (b) (6), (b) (7)(C) 2007 for unacceptable conduct in the workplace.

When issued the Final Written Warning, you were warned that if any problem were to arise during the following 24-month period, in all probability your employment would be terminated.

Unfortunately, on (b) (6), (b) (7)(C) 2009, the Company learned that you had exhibited inappropriate and threatening conduct in the workplace, which was confirmed by a Company investigation.

As a result of your failure to maintain an overall satisfactory record, your employment is terminated, effective immediately.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Discharge of (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Suspension of (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) We feel when you suspend somebody you revert back to old discipline process. Now you take two shots to apple. Suspend and investigate then bring them back. No need to suspend (b) (6), (b) (7)(C) been here for a while. (b) (6), (b) (7)(C) has issues. Everybody knows that. (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) medications. (b) (6), (b) (7)(C) gives 100% when it's unbalanced (b) (6), (b) (7)(C) irrational.

(b) (6), (b) (7)(C) I guess the problem I have when another employee had a problem with (b) (6), (b) (7)(C) had a part in it. (b) (6), (b) (7)(C) seems like an angel and I don't think so. I can act when someone calls me an asshole.

(b) (6), (b) (7)(C) Go by written word. (b) (6), (b) (7)(C) wasn't given (b) (6), (b) (7)(C) attention with the board. (b) (6), (b) (7)(C) did the right thing.

(b) (6), (b) (7)(C) Going to a supervisor doesn't bring fuel to the fire. Come on (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) We are not victim finding, but we knew there was threatening comments. I'm going to whip your ass. This is not isolated to (b) (6), (b) (7)(C) Employee Solutions was involved.

(b) (6), (b) (7)(C) Human Resources did an investigation and we got (b) (6), (b) (7)(C) fired. (b) (6), (b) (7)(C) is no angel; likes to stir it up.

(b) (6), (b) (7)(C) Since 1998 there's a problem. There are others complaining.

(b) (6), (b) (7)(C) We know (b) (6), (b) (7)(C) got a medical issue. We all know that. (b) (6), (b) (7)(C) wants to pay back (b) (6), (b) (7)(C) was a recognized problem. This is a long term employee.

(b) (6), (b) (7)(C) Let's do both of them (grievances). Does the Company have any type of knowledge of medical problems?

(b) (6), (b) (7)(C) Sent (b) (6), (b) (7)(C) to Medical and comes back with no restrictions.

(b) (6), (b) (7)(C) You started out with Company doctor and then told (b) (6), (b) (7)(C) to go to (b) (6), (b) (7)(C) own. You changed the way you treated (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Back with (b) (6), (b) (7)(C) and in conversation (b) (6), (b) (7)(C) made phone calls questioning the medical piece. The Company knew there was something medically wrong. (b) (6), (b) (7)(C) was hands off due to medical. It continued on. (b) (6), (b) (7)(C) was up front; (b) (6), (b) (7)(C) told me work related conduct (b) (6), (b) (7)(C) would not go clean for two years. We set (b) (6), (b) (7)(C) up for failure. Others

complained about [REDACTED] Yeah, but I say what was done for other people. We just closed the door on [REDACTED] I have a problem with it. I believe the Company knows it's a medical piece that can't be divulged for confidentiality.

[REDACTED] There's not confidential medical folder in Newark. [REDACTED] clear to work and no restrictions. [REDACTED] was threatening to [REDACTED]

[REDACTED] Come on, I was there, that was crocodile tears. It was an act.

[REDACTED] You force us into a bad position.

[REDACTED] told me [REDACTED] was going to interview A, B and C. I asked why and [REDACTED] said [REDACTED] told me those people heard it. I said why stack the deck, interview everybody.

[REDACTED] We did get to everybody.

[REDACTED] We made the complaints and we shouldn't have to make that complaint.

[REDACTED] We work through everything. [REDACTED] we didn't work through it. [REDACTED] been a problem with people for years, but we work through it. [REDACTED] is such a small group and they are inside. It's easy to throw rocks. L855 is looking at an employee with a true medical condition and you simply let [REDACTED] go. You use the conduct as the other crutch. Did we ever consider an IME for [REDACTED] I'm not putting [REDACTED] on a pedestal.

[REDACTED] There are no medical restrictions.

[REDACTED] You sent [REDACTED] to the Company doctor and [REDACTED] sent [REDACTED] to [REDACTED] own.

[REDACTED] If [REDACTED] came to you and we would have looked at it differently. [REDACTED] said [REDACTED] right.

[REDACTED] We don't recognize mental illness as well as physical. What accommodation did you make?

[REDACTED] We took [REDACTED] off of shift and gave [REDACTED] extra training. We would consider something different but protocol calls for another way.

[REDACTED] This was not an everyday occurrence.

[REDACTED] Talk to your people; the other people, not [REDACTED]

[REDACTED] If you're interested in doing something a little more creative like [REDACTED] let me know and I'll make a formal request.

There was no further discussion on these grievances.



THE PUBLIC UTILITY CONSTRUCTION AND GAS APPLIANCE WORKERS
OF THE STATE OF NEW JERSEY
UNITED ASSOCIATION LOCAL UNION 855

May 15, 2009

(b) (6), (b) (7)(C)

Public Service Electric & Gas Co.
PO Box 570 MT21B
Newark, NJ 07101-0570

Dear Sir

We request a Third Step Meeting for the following Grievances:

(b) (6), (b) (7)(C)

Gry (b) (6), (b) (7)(C)
CF-13-09-DO

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Discharge of
Suspension
Discipline

(b) (6), (b) (7)(C)

Mutual Problems:

✓ FMLA

Very truly yours

(b) (6), (b) (7)(C)

HB:ld

(b) (6), (b) (7)(C)

Fact Finding

(b) (6), (b) (7)(C) 09

Via Telephone

Participating on call:

- Union
 - (b) (6), (b) (7)(C)
 -
 -

- Company:
 - (b) (6), (b) (7)(C)
 -
 -
 -

Time: 1510-1525

(b) (6), (b) (7)(C) Good afternoon (b) (6), (b) (7)(C) We are talking to you today to gather information in regard to your account of an incident that occurred on Friday (b) (6), (b) (7)(C) in the Dispatch office. We have (b) (6), (b) (7)(C) here.

(b) (6), (b) (7)(C) OK. (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Can you tell us what occurred Friday morning (b) (6), (b) (7)(C) 2009?

(b) (6), (b) (7)(C) I was talking to you. Who is there? You said (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Yes.

(b) (6), (b) (7)(C) Is (b) (6), (b) (7)(C) there?

(b) (6), (b) (7)(C) No

(b) (6), (b) (7)(C) And (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Who are you?

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Local 855

(b) (6), (b) (7)(C) OK. I've met (b) (6), (b) (7)(C) before.

(b) (6), (b) (7)(C)

we are talking to you today to gather information in regard to your account of an incident that occurred on Friday in the dispatch office. Can you tell us what happened?

(b) (6), (b) (7)(C)

I got in the office at 0700. I went through the work like I always do to see if anything needed to be changed. (b) (6), (b) (7)(C) called out to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) about a White Goods tech; I think it was Outler coming off of radio car. (b) (6), (b) (7)(C) had to do a compressor. I said (b) (6), (b) (7)(C) could go back on radio because (b) (6), (b) (7)(C) wasn't leaving until 1700. But (b) (6), (b) (7)(C) had a problem with keeping (b) (6), (b) (7)(C) on radio. Then I called to (b) (6), (b) (7)(C) to see if (b) (6), (b) (7)(C) could help me with a problem in the office, and I told (b) (6), (b) (7)(C) what was going on.

(b) (6), (b) (7)(C)

There was no specific incident that occurred that you can remember?

(b) (6), (b) (7)(C)

OK, you want me to talk about the other situation. I let (b) (6), (b) (7)(C) know what was going on, and (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) was standing by (b) (6), (b) (7)(C) office. I got up from my desk. I couldn't get any orders out. (b) (6), (b) (7)(C) asked me about a job that didn't go out after three o'clock. Customer waited all night. I told (b) (6), (b) (7)(C) I called the customer and put it in for after three, that's when the customer wanted it. (b) (6), (b) (7)(C) said we can't assume. I called the customer and apologized. (b) (6), (b) (7)(C) left my desk and talked to (b) (6), (b) (7)(C). I said something between (b) (6), (b) (7)(C) and me. But someone else heard it because (b) (6), (b) (7)(C) got up and said, "Repeat what (b) (6), (b) (7)(C) said." I called (b) (6), (b) (7)(C) a "rat". I'm the working (b) (6), (b) (7)(C) you should come to me. I told (b) (6), (b) (7)(C) when we were in (b) (6), (b) (7)(C) office that if (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were good supervisors they would have directed (b) (6), (b) (7)(C) to me. (b) (6), (b) (7)(C) was on the board all week and (b) (6), (b) (7)(C) didn't have any problems. After talking back and forth with (b) (6), (b) (7)(C) I was asked to leave the office.

(b) (6), (b) (7)(C)

Can you clarify what happened between you and (b) (6), (b) (7)(C)? Were there any additional actions taken by you?

(b) (6), (b) (7)(C)

I don't know what upset (b) (6), (b) (7)(C) got in my face.

(b) (6), (b) (7)(C)

If there were conversation that took place between employees and (b) (6), (b) (7)(C) those conversations are confidential.

(b) (6), (b) (7)(C)

I'm not referring to a conversation. We're asking about what happened on the floor in the dispatch office.

(b) (6), (b) (7)(C)

OK

Whatever (b) (6), (b) (7)(C) said to (b) (6), (b) (7)(C) got (b) (6), (b) (7)(C) upset. (b) (6), (b) (7)(C) came to my desk.

Was there any physical contact between you and (b) (6), (b) (7)(C)?

No. None at all. (b) (6), (b) (7)(C) spoke to me in a very unprofessional manner.

Anything else you would like to tell us related to that morning?

(b) (6), (b) (7)(C) We don't "rat out" (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) should have called (b) (6), (b) (7)(C) The whole week (b) (6), (b) (7)(C) never talked to me. All that's not professional.

(b) (6), (b) (7)(C) There was no physical contact?

(b) (6), (b) (7)(C) No physical contact. I never touched (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was standing at the side of my desk.

(b) (6), (b) (7)(C) Does anyone have any other questions?

(b) (6), (b) (7)(C) What's (b) (6), (b) (7)(C) status? I expect (b) (6), (b) (7)(C) getting paid for being here in connection with a company function?

(b) (6), (b) (7)(C) Yes. (b) (6), (b) (7)(C) is being paid for this. We are going to continue our investigation of this incident and will contact you next week with an update. Is the telephone number we have the best way to contact you?

(b) (6), (b) (7)(C) Yeah. I don't know if it will still be on. I don't have any money to pay my bills right now.

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) if your phone number changes please let us know.

(b) (6), (b) (7)(C) Ok

Meeting concluded.

Recorded by: (b) (6), (b) (7)(C)

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE

(b) (6), (b) (7)(C)

JOB NOMENCLATURE

General Clerk First Class

FILE

LOCATION

Northern Division-Clifton

DATE

(b) (6), (b) (7)(C) 2009

TIME

859

A.M.

TIME

902

A.M.

FROM

P.M.

TO

P.M.

SUBJECT OR PURPOSE

Conduct

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Good Morning (b) (6), (b) (7)(C) we have you in here this morning to advise you we are sending you home? Someone from the company will be in contact with you. Do you need a ride home or any assistance?

(b) (6), (b) (7)(C) No.

(b) (6), (b) (7)(C) Why is (b) (6), (b) (7)(C) being sent home?

(b) (6), (b) (7)(C) The company is sending (b) (6), (b) (7)(C) home because of (b) (6), (b) (7)(C) inappropriate conduct in the office this morning.

(b) (6), (b) (7)(C) Will the company be paying (b) (6), (b) (7)(C) or not?

(b) (6), (b) (7)(C) The company will determine that later (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) We take exception to this and feel people will get upset and need to work things out, it takes two to tango. Maybe others should be sent home.

(b) (6), (b) (7)(C) Does anyone else have any question? (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) both respond, "No."

(b) (6), (b) (7)(C) would you please escort (b) (6), (b) (7)(C) with us back in the office to pick up (b) (6), (b) (7)(C) belongings?

(b) (6), (b) (7)(C) you can just go in and get my stuff (b) (6), (b) (7)(C) leaves to get (b) (6), (b) (7)(C) belongings and comes back with them.

(b) (6), (b) (7)(C) Thank you everyone.

REPORTED OR RECORDED BY

(b) (6), (b) (7)(C)

DATE

(b) (6), (b) (7)(C) 2009

REFERRED TO

DATE

(b) (6), (b) (7)(C)

19

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

was having work performance issues this morning with the roster and radio cars. (b) (6), (b) (7)(C) was looking to correct some of the issues and reached out to management around 730 to ask for guidance in correcting the roster. (b) (6), (b) (7)(C) inquired out loud to management issues and management address them with (b) (6), (b) (7)(C) and then informed (b) (6), (b) (7)(C) who was the phone (b) (6), (b) (7)(C) the (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) came up to the office to speak to (b) (6), (b) (7)(C) asked management if (b) (6), (b) (7)(C) could speak to (b) (6), (b) (7)(C) for a minute, which (b) (6), (b) (7)(C) did. (b) (6), (b) (7)(C) then went back to (b) (6), (b) (7)(C) desk to speak to (b) (6), (b) (7)(C) again. (b) (6), (b) (7)(C) overheard (b) (6), (b) (7)(C) say, "I'm going to whip (b) (6), (b) (7)(C) ass" to (b) (6), (b) (7)(C) and got up from the Orange board to go by (b) (6), (b) (7)(C) desk. (b) (6), (b) (7)(C) said, "I heard that, (b) (6), (b) (7)(C) you heard that I want that documented." With that (b) (6), (b) (7)(C) started getting loud and disruptive and (b) (6), (b) (7)(C) wanted (b) (6), (b) (7)(C) to answer that (b) (6), (b) (7)(C) heard it. (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) bumped (b) (6), (b) (7)(C) chest into (b) (6), (b) (7)(C) and was pointing (b) (6), (b) (7)(C) finger very close in (b) (6), (b) (7)(C) face. Management is trying to diffuse situation and separate the employees. (b) (6), (b) (7)(C) takes (b) (6), (b) (7)(C) out of the office and (b) (6), (b) (7)(C) is asked to sit back down on the Orange pod, which (b) (6), (b) (7)(C) does.

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE General Clerk First Class	FILE
LOCATION Northern Division-Clifton	DATE (b) (6), (b) (7)(C) 2009	TIME 931 A.M. FROM P.M. TO P.M.
SUBJECT OR PURPOSE Fact Finding - Dispatch Issue		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Good Morning (b) (6), (b) (7)(C) we have you in here this morning for this fact finding to ask you was there any issues or an incident in the dispatch office this morning?

(b) (6), (b) (7)(C) Yes there was, around 745 I realized a problem with the radio coverage on the roster. I went to my supervisors to help me correct it because all week (b) (6), (b) (7)(C) would not address me or answer any of my questions. By Friday I thought to myself, why bother anymore. I asked my supervisors for help and they directed me what to do next and so I made some changes. (b) (6), (b) (7)(C) then intentionally changed everything back and disregarded the new roster.

(b) (6), (b) (7)(C) Maybe (b) (6), (b) (7)(C) made a mistake and didn't hear anything, did anyone tell (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) spoke to (b) (6), (b) (7)(C) and told (b) (6), (b) (7)(C) what went on.

(b) (6), (b) (7)(C) When my supervisors addressed it (b) (6), (b) (7)(C) became loud and saying how (b) (6), (b) (7)(C) knows how to perform. (b) (6), (b) (7)(C) doesn't need be telling (b) (6), (b) (7)(C) I know around 0730 or 0735 (b) (6), (b) (7)(C) must have been called by someone because (b) (6), (b) (7)(C) was speaking to (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Yes, (b) (6), (b) (7)(C) called me.

(b) (6), (b) (7)(C) Then (b) (6), (b) (7)(C) asked to speak to me and I told (b) (6), (b) (7)(C) how bad it has been all week here. I told (b) (6), (b) (7)(C) would not speak to me all week and that I went to supervision for help. I asked (b) (6), (b) (7)(C) to ask (b) (6), (b) (7)(C) why (b) (6), (b) (7)(C) would not talk to me for four days and why today would be any different? (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) would talk to (b) (6), (b) (7)(C) for me.

(b) (6), (b) (7)(C) I then saw (b) (6), (b) (7)(C) go by (b) (6), (b) (7)(C) ask to talk to (b) (6), (b) (7)(C) I heard (b) (6), (b) (7)(C) say to (b) (6), (b) (7)(C) "did you speak to (b) (6), (b) (7)(C) well I'm going to whoop ass." I got up from the Orange pod and went by them and said to (b) (6), (b) (7)(C) car (b) (6), (b) (7)(C) repeat that, I want that documented, you heard what (b) (6), (b) (7)(C) said." (b) (6), (b) (7)(C) then got loud and started yelling and pushed up against me."

(b) (6), (b) (7)(C) You are assuming (b) (6), (b) (7)(C) was talking about you?

(b) (6), (b) (7)(C) I am not assuming, (b) (6), (b) (7)(C) was talking about me and I want this documented. I am afraid for me, my family, my (b) (6), (b) (7)(C) and my (b) (6), (b) (7)(C) has access to our personal records and I am afraid. The company needs to do something about this. We sent a letter to (b) (6), (b) (7)(C) and nothing has been done and we still keep having issues. I am afraid and when will (b) (6), (b) (7)(C) be back? I feel I was threatened because of (b) (6), (b) (7)(C) remark, I do not feel safe with (b) (6), (b) (7)(C) I am scared and upset. (b) (6), (b) (7)(C) start to tear up.

(b) (6), (b) (7)(C) please take a moment, are you OK. Would you like to go home today if you are not OK? If you are not Ok you can go home and are you able to drive, please calm down you do not want to be this upset.

(b) (6), (b) (7)(C) I am not OK, but I do not need to go home but I am stressed with (b) (6), (b) (7)(C) and this situation.

(b) (6), (b) (7)(C) Does anyone else have any questions?

REPORTED OR RECORDED BY (b) (6), (b) (7)(C)	DATE (b) (6), (b) (7)(C) 2009
REFERRED TO	DATE

ION	STEP	DATE	TIME	A.M.	TIME	A.M.
			FROM	P.M.	TO	P.M.
COMPANY REPRESENTATIVES PRESENT			UNION REPRESENTATIVES PRESENT			

DETAILS

(b) (6), (b) (7)(C) do you keep these records and to you write everything? I want this recorded on my behalf.

(b) (6), (b) (7) document everything for all employees.

(b) (6), (b) (7) All right (b) (6), (b) (7) because I am going to call the Integrity Line and I want to make sure when they ask question you have records on my behalf. I am afraid for myself and my family.

(b) (6), (b) (7) They may ask me questions down the line and I have records everything.

(b) (6), (b) (7) We are here to protect all of our members and we will do what we need to do for everyone. We are concerned about all involved.

(b) (6), (b) (7) OK if there is nothing else, thank you everyone.

SIGNED		DATE	
NOTED	DATE	NOTED	DATE

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE General Clerk First Class	FILE
LOCATION Northern Dispatch-(Clifton)	DATE (b) (6), (b) (7)(C) 2009	TIME 1040 A.M. FROM P.M. TO P.M.
SUBJECT OR PURPOSE Fact Finding Incident In Dispatch		

PERSONS ATTENDING AND DETAILS

Union

(b) (6), (b) (7)(C)

Company

(b) (6), (b) (7)(C)

(b) (6), (b) (7) Good Morning (b) (6), (b) (7) we have you in here this morning to ask you if you observed an incident or any unusual situation in the office today

(b) (6), (b) (7) Yes

(b) (6), (b) (7) Can you please tell us what you observed.

(b) (6), (b) (7) I heard (b) (6), (b) (7) say " I am going to kick (b) (6), (b) (7) ass ". (b) (6), (b) (7) was between them and (b) (6), (b) (7) was trying to get at (b) (6), (b) (7)

(b) (6), (b) (7) Did you observe anything prior to this?

(b) (6), (b) (7)(C) was talking to (b) (6), (b) (7)(C) and then (b) (6), (b) (7) made the comment. To be honest with you (b) (6), (b) (7) made me very uncomfortable and it's not the first time.

(b) (6), (b) (7) Have you heard remarks prior to this incident from others?

(b) (6), (b) (7) Yes. Look I don't know where (b) (6), (b) (7) is right now but we all know (b) (6), (b) (7) will be back on Monday and we all will have to walk on eggshells again. (b) (6), (b) (7) has had numerous run ins with different people. This is not the first time this has occurred

(b) (6), (b) (7) You also heard other people make inappropriate remarks at times

(b) (6), (b) (7) Hesitates well: yeah

(b) (6), (b) (7) Does anyone have anything to add or is there anything else we need to know about?

Everyone-NO

(b) (6), (b) (7) Thank you

REPORTED OR REC (b) (6), (b) (7)(C)	DATE (b) (6), (b) (7)(C) 09
REFERRED TO	DATE

MEETING OR PERSONNEL REPORT

☐ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE General Clerk First Class	FILE
LOCATION Northern Dispatch-(Clifton)	DATE (b) (6), (b) (7)(C) 2009	TIME 1030 A.M. FROM P.M. TO P.M.

SUBJECT OR PURPOSE
Fact Finding incident in Dispatch

PERSONS ATTENDING AND DETAILS

Union

(b) (6), (b) (7)(C)

Company

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Good Morning (b) (6), (b) (7)(C) we have you in here this morning to ask you if you observed an incident or any unusual situation in Dispatch today.

(b) (6), (b) (7)(C) Yes I did

(b) (6), (b) (7)(C) Can you please tell us about it?

(b) (6), (b) (7)(C) I heard a loud commotion with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) and I heard (b) (6), (b) (7)(C) yell: "I am going to whoop (b) (6), (b) (7)(C) ass"

(b) (6), (b) (7)(C) Did you observe any contact between the two of them?

(b) (6), (b) (7)(C) No I did not see any physical contact.

(b) (6), (b) (7)(C) Does anyone have anything to add or is there anything else we need to know?

Everyone. No

(b) (6), (b) (7)(C) Thank you

REPORTED OR RECORDED BY

(b) (6), (b) (7)(C)

DATE

(b) (6), (b) (7)(C) 6/09

REFERRED TO

DATE

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE General Clerk First Class	FILE
LOCATION Northern Dispatch-(Clifton)	DATE (b) (6), (b) (7)(C) 2009	TIME FROM 1419 P.M. TO 1421 P.M.

SUBJECT OR PURPOSE
Fact Finding Incident In Dispatch

PERSONS ATTENDING AND DETAILS

Union

(b) (6), (b) (7)(C)

Company

(b) (6), (b) (7)(C)

Good Afternoon (b) (6), (b) (7)(C) have you in here today to ask you if you observed an incident or any unusual situation in the office on Friday morning (b) (6), (b) (7)(C) 09.

(b) (6), (b) (7)(C) heard a commotion between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Do you remember what was said?

(b) (6), (b) (7)(C) I didn't hear anything specific

(b) (6), (b) (7)(C) Did you observe anything prior?

(b) (6), (b) (7)(C) They were close to each other and I heard (b) (6), (b) (7)(C) say to (b) (6), (b) (7)(C) "you heard that (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) said "I don't want to get involved"

(b) (6), (b) (7)(C) you were on the Oakland Board correct?

(b) (6), (b) (7)(C) Yes

(b) (6), (b) (7)(C) Does anyone have any questions or is there anything else we need to know?

Everyone-No

(b) (6), (b) (7)(C) Thank you

REPORTED OR RECEIVED (b) (6), (b) (7)(C)

DATE
(b) (6), (b) (7)(C) 09

REFERRED TO

DATE

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE General Clerk First Class	FILE
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LOCATION Northern Dispatch-(Clifton)	DATE (b) (6), (b) (7)(C) 2009	TIME 1050 A.M. FROM P.M.	TIME 1100 A.M. TO P.M.
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SUBJECT OR PURPOSE
Fact Finding Incident in Dispatch

PERSONS ATTENDING AND DETAILS

Union

(b) (6), (b) (7)(C)

Company

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Good Morning (b) (6), (b) (7)(C) we have you in here this morning to ask you if you observed an incident or any unusual situation in the office today

(b) (6), (b) (7)(C) Yes

(b) (6), (b) (7)(C) Can you please tell us what you observed.

(b) (6), (b) (7)(C) I heard (b) (6), (b) (7)(C) being vocal and rambling about something. I heard loud voices and a disruption of some kind. I was on the phone so I really didn't hear what was said.

(b) (6), (b) (7)(C) Did you observe anything prior to this incident?

(b) (6), (b) (7)(C) Yes I have noticed over the past few days (b) (6), (b) (7)(C) being disrespectful to You and (b) (6), (b) (7)(C) has no respect for you guys.

(b) (6), (b) (7)(C) You also heard other people make inappropriate remarks at times

(b) (6), (b) (7)(C) Look we are a small group and everyone has a bad day but (b) (6), (b) (7)(C) is non stop. (b) (6), (b) (7)(C) makes comments everytime I walk by (b) (6), (b) (7)(C) Last week when I walked by (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) think they know how to fight. I am from (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Is there anything anyone wants to add or is there anything else we need to know?

Everyone-NO

(b) (6), (b) (7)(C) Thank you

REPORTED OR RECORDED BY (b) (6), (b) (7)(C)	DATE (b) (6), (b) (7)(C) 1/29
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REFERRED TO	DATE
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MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE General Clerk First Class	FILE
LOCATION Northern Dispatch-(Clifton)	DATE (b) (6), (b) (7)(C) 2009	TIME FROM 1:14 P.M. TO 1:18 P.M.

SUBJECT OR PURPOSE
Follow up to fact finding of (b) (6), (b) (7)(C) 09

PERSONS ATTENDING AND DETAILS

Union

(b) (6), (b) (7)(C)

Company

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Good Afternoon (b) (6), (b) (7)(C) we have you in here as a follow up to the fact finding we did with you on (b) (6), (b) (7)(C) 09

(b) (6), (b) (7)(C) ok

(b) (6), (b) (7)(C) Can you please tell me if you observed any physical contact between the two (b) (6), (b) (7)(C) involved in the incident?

(b) (6), (b) (7)(C) No I didn't see anything because I was sitting on the Oakland board behind the wall. I could hear the commotion but didn't see anything.

(b) (6), (b) (7)(C) Is there anything else you want to tell us or we need to know?

(b) (6), (b) (7)(C) No

(b) (6), (b) (7)(C) Does anyone have any questions?

(b) (6), (b) (7)(C) no

(b) (6), (b) (7)(C) no

(b) (6), (b) (7)(C) Thank you

REPORTED OR R (b) (6), (b) (7)(C)

DATE (b) (6), (b) (7)(C) 1/09

REFERRED TO

DATE

MEETING OR PERSONNEL REPORT

☐ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE General Clerk First Class	FILE
LOCATION Northern Dispatch-(Clifton)	DATE (b) (6), (b) (7)(C) 2009	TIME FROM 1414 P.M. TO 1417 P.M.
SUBJECT OR PURPOSE Fact Finding Incident In Dispatch		

PERSONS ATTENDING AND DETAILS

Union

(b) (6), (b) (7)(C)

Company

(b) (6), (b) (7)(C)

Good Afternoon (b) (6), (b) (7)(C) we have you in here today to ask you if you observed an incident or any unusual situation in the office on Friday morning (b) (6), (b) (7)(C) 09.

(b) (6), (b) (7)(C) I was sitting on the Clifton Board and it was around 0830 or later and I heard (b) (6), (b) (7)(C) on the other end of the room getting very loud and screaming. One of the fitters called and (b) (6), (b) (7)(C) could have been telling me (b) (6), (b) (7)(C) was shot and I could not hear (b) (6), (b) (7)(C) that how loud (b) (6), (b) (7)(C) was yelling. (b) (6), (b) (7)(C) was yelling I didn't hit you or touch you (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Did you hear anything else?

(b) (6), (b) (7)(C) No I just heard (b) (6), (b) (7)(C) screaming and I saw that (b) (6), (b) (7)(C) was extremely upset. Its not fair that (b) (6), (b) (7)(C) is allowed to cause all this commotion.

(b) (6), (b) (7)(C) Does anyone have anything questions or is there anything else we need to know?

Everyone-No

(b) (6), (b) (7)(C) Thank you

REPORTED (b) (6), (b) (7)(C)	DATE (b) (6), (b) (7)(C) 09
REFERRED TO	DATE

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE General Clerk First Class	FILE
LOCATION Northern Dispatch-(Clifton)	DATE (b) (6), (b) (7)(C) 2009	TIME FROM 1431 P.M. TO 1433 P.M.
SUBJECT OR PURPOSE Fact Finding Incident In Dispatch		

PERSONS ATTENDING AND DETAILS

Union

(b) (6), (b) (7)(C)

Company

(b) (6), (b) (7)(C)

Good Afternoon (b) (6), (b) (7)(C) we have you in here today to ask you if you observed an incident or any unusual situation in the office on Friday morning (b) (6), (b) (7)(C) 09.

(b) (6), (b) (7)(C) I was working on the Clifton board so my back to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) I heard (b) (6), (b) (7)(C) yelling that is what caught my attention.

(b) (6), (b) (7)(C) Did you observe anything else?

(b) (6), (b) (7)(C) No that's it.

(b) (6), (b) (7)(C) Did you observe anything prior?

(b) (6), (b) (7)(C) No

(b) (6), (b) (7)(C) Does anyone have any questions or is there anything else we need to know?

Everyone-No

(b) (6), (b) (7)(C) Thank you

REPORTED BY (b) (6), (b) (7)(C)

DATE
(b) (6), (b) (7)(C) 09

REFERRED TO

DATE

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE General Clerk First Class	FILE
LOCATION Northern Dispatch-(Clifton)	DATE (b) (6), (b) (7)(C) 2009	TIME FROM 1422 P.M. TO 1425 P.M.

SUBJECT OR PURPOSE
Fact Finding Incident In Dispatch

PERSONS ATTENDING AND DETAILS

Union

(b) (6), (b) (7)(C)

Company

(b) (6), (b) (7)(C)

Good Afternoon (b) (6), (b) (7)(C) have you in here today to ask you if you observed an incident or any unusual situation in the office on Friday morning (b) (6), (b) (7)(C) 09.

(b) (6), (b) (7)(C) Did hear a few things that were said heard a commotion between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) I was on the phone and didn't hear everything. I heard (b) (6), (b) (7)(C) say (b) (6), (b) (7)(C) doesn't rat out (b) (6), (b) (7)(C) I think (b) (6), (b) (7)(C) was talking to (b) (6), (b) (7)(C) and I heard (b) (6), (b) (7)(C) say I didn't touch you (b) (6), (b) (7)(C). I didn't lay a hand on you. That is basically it. It was just another one of the many blowups with (b) (6), (b) (7)(C) in the office.

(b) (6), (b) (7)(C) Did you observe anything prior?

(b) (6), (b) (7)(C) No it started out quite. (b) (6), (b) (7)(C) says things all the time and gets loud.

(b) (6), (b) (7)(C) Does anyone have any questions or is there anything else we need to know?

Everyone-No

(b) (6), (b) (7)(C) Thank you

REPORTED OR RECORD (b) (6), (b) (7)(C)

DATE
(b) (6), (b) (7)(C) 10/09
DATE

REFERRED TO

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE Working Dispatcher	FILE
LOCATION Northern Dispatch-(Clifton)	DATE (b) (6), (b) (7)(C) 2009	TIME FROM 1436 P.M. TO 1440 P.M.
SUBJECT OR PURPOSE Fact Finding Incident in Dispatch		

PERSONS ATTENDING AND DETAILS

Union

(b) (6), (b) (7)(C)

Company

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Good Afternoon (b) (6), (b) (7)(C) we have in here today to ask you if you observed an incident or any unusual situation in the Dispatch office Friday morning (b) (6), (b) (7)(C) 09?

(b) (6), (b) (7)(C) I was walking back in the office as (b) (6), (b) (7)(C) was walking out with (b) (6), (b) (7)(C) and I saw (b) (6), (b) (7)(C) visibly upset.

(b) (6), (b) (7)(C) So you were not in the office?

(b) (6), (b) (7)(C) I heard (b) (6), (b) (7)(C) say (b) (6), (b) (7)(C) pushed into (b) (6), (b) (7)(C) and threatened (b) (6), (b) (7)(C) I locked the door because I am afraid of (b) (6), (b) (7)(C) I heard (b) (6), (b) (7)(C) say (b) (6), (b) (7)(C) didn't ant to get involved. I am afraid of (b) (6), (b) (7)(C) physically and I am tired of (b) (6), (b) (7)(C) daily mental abuse in the office even if it's not directed at me all the time. I don't think (b) (6), (b) (7)(C) should be allowed back in the office. I did witness an incident where (b) (6), (b) (7)(C) fell off (b) (6), (b) (7)(C) chair and tried to say (b) (6), (b) (7)(C) pushed (b) (6), (b) (7)(C) chair. (b) (6), (b) (7)(C) never touched (b) (6), (b) (7)(C) chair.

(b) (6), (b) (7)(C) Does anyone have anything to add or is there anything else we need to know?

Everyone-No

(b) (6), (b) (7)(C) Thank you

REPORTED OR RE (b) (6), (b) (7)(C)

DATE (b) (6), (b) (7)(C) 09

REFERRED TO

DATE

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE Working Dispatcher	FILE
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LOCATION Northern Dispatch-(Clifton)	DATE (b) (6), (b) (7)(C) 2009	TIME FROM 1442	A.M. P.M.	TIME TO 1445	A.M. P.M.
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SUBJECT OR PURPOSE
Fact Finding Incident in Dispatch

PERSONS ATTENDING AND DETAILS

Union

(b) (6), (b) (7)(C)

Company

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Good afternoon (b) (6), (b) (7)(C) we have you in here to ask you if you observed an incident or any unusual situation in the office on Friday morning (b) (6), (b) (7)(C) 09?

(b) (6), (b) (7)(C) Are you talking about the incident with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) please tell us if you observed anything unusual on Friday (b) (6), (b) (7)(C) 09

(b) (6), (b) (7)(C) Yes I saw (b) (6), (b) (7)(C) knock into (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) threatened (b) (6), (b) (7)(C) I can't recall exactly what (b) (6), (b) (7)(C) said.

(b) (6), (b) (7)(C) you saw this happen?

(b) (6), (b) (7)(C) Yes I saw (b) (6), (b) (7)(C) knock into (b) (6), (b) (7)(C) and threatened (b) (6), (b) (7)(C) it all started over the way the work was given out and (b) (6), (b) (7)(C) just kept going on and on.

(b) (6), (b) (7)(C) Did you observe anything going on prior to this?

(b) (6), (b) (7)(C) I was busy with my own work and it got out of hand. I don't know how far (b) (6), (b) (7)(C) would have gone.

(b) (6), (b) (7)(C) Where do you work White Goods?

(b) (6), (b) (7)(C) Yes and Oakland I sit in the middle of everyone.

(b) (6), (b) (7)(C) Does anyone have anything to add or Is there something else we need to know?

Everyone-No

(b) (6), (b) (7)(C) Thank you

REPORTED OR (b) (6), (b) (7)(C)

DATE
(b) (6), (b) (7)(C) 09

REFERRED TO

DATE

MEETING OR PERSONNEL REPORT

☐ MEETING RECORD

☐ PERSONNEL

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK.

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE (b) (6), (b) (7)(C)	FILE						
LOCATION Northern Division Dispatch-Clifton	DATE (b) (6), (b) (7)(C) 2009	<table style="width: 100%;"> <tr> <td style="width: 33%;">TIME 1119 A.M.</td> <td style="width: 33%;">TIME 1121 A.M.</td> <td style="width: 33%;"></td> </tr> <tr> <td>FROM P.M.</td> <td>TO</td> <td>P.M.</td> </tr> </table>	TIME 1119 A.M.	TIME 1121 A.M.		FROM P.M.	TO	P.M.
TIME 1119 A.M.	TIME 1121 A.M.							
FROM P.M.	TO	P.M.						

SUBJECT OR PURPOSE
 Fact Finding Incident in Dispatch

PERSONS ATTENDING AND DETAILS

Company

(b) (6), (b) (7)(C)

Union

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Good Morning (b) (6), (b) (7)(C) we have you in here today to ask you if you observed an incident or any unusual situation in the dispatch office back on Friday, (b) (6), (b) (7)(C)th?

(b) (6), (b) (7)(C) No

(b) (6), (b) (7)(C) You do not recall an incident between two (b) (6), (b) (7)(C) near your work station that morning?

(b) (6), (b) (7)(C) No

(b) (6), (b) (7)(C) Did you observe any physical contact between two (b) (6), (b) (7)(C) that morning?

(b) (6), (b) (7)(C) No

(b) (6), (b) (7)(C) Is there anything we should know or you would like to tell us regarding that day?

(b) (6), (b) (7)(C) No

(b) (6), (b) (7)(C) OK, does anyone have any questions?

(b) (6), (b) (7)(C) No

(b) (6), (b) (7)(C) No

(b) (6), (b) (7)(C) Thank you then.

REPORTED OR RECORDED BY	DATE
REFERRED TO	DATE



(b) (6), (b) (7)(C) 2009

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C)

This letter confirms our meeting on (b) (6), (b) (7)(C) 2009 at which time you were informed of your discharge from the Company as a result of your unacceptable conduct in the workplace, including repeatedly threatening to harm a co-worker, making unacceptable statements about a co-worker's sexual orientation, and attempting to cause injury or bodily harm to a co-worker.

Therefore, effective (b) (6), (b) (7)(C) 2008, your employment with the Company has been terminated.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

- Call Center

C Chairperson

Statement of events involving (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) /08 (b) (6), (b) (7)(C)

On Friday, (b) (6), (b) (7)(C) at approximately 1:30 pm I arrived at SIAC from the monthly street light meeting in Central Division. As I was walking up the ramp, (b) (6), (b) (7)(C) approached me and said (b) (6), (b) (7)(C) needed to speak to me. We went into (b) (6), (b) (7)(C) office where (b) (6), (b) (7)(C) began to tell me how frustrated (b) (6), (b) (7)(C) was with (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) was not taking (b) (6), (b) (7)(C) escalated calls. I thought this was something that (b) (6), (b) (7)(C) should hear in the event that a FF on (b) (6), (b) (7)(C) was warranted.

(b) (6), (b) (7)(C) immediately began crying, stating how frustrated and disrespected (b) (6), (b) (7)(C) felt because of this, and how (b) (6), (b) (7)(C) is only trying to help the customers. (b) (6), (b) (7)(C) explained what (b) (6), (b) (7)(C) does to avoid (b) (6), (b) (7)(C) calls. (b) (6), (b) (7)(C) claimed yesterday (b) (6), (b) (7)(C) called the escalated line (#1004) and that (b) (6), (b) (7)(C) saw a call coming in from (b) (6), (b) (7)(C) and avoided the call by pressing the wrap button. (b) (6), (b) (7)(C) then asked if I remember the email (b) (6), (b) (7)(C) sent me on (b) (6), (b) (7)(C) asking me who was upgraded on extension 5288? I said I did remember that (b) (6), (b) (7)(C) emailed me but I had not responded because I was tied up (email attached). From a technical perspective, when a representative calls the #1004 (escalated call speed line) it shows on their phone who's phone the call is ringing on. Ex. If I am a representative (ext. 5000) and (b) (6), (b) (7)(C) is an (b) (6), (b) (7)(C) on extension 6000, when I dial #1004 with an escalated call and (b) (6), (b) (7)(C) is the only one available, my phone displays 6000, upgrade group. On (b) (6), (b) (7)(C) end, when my call is coming in, (b) (6), (b) (7)(C) phone would display 5000, (b) (6), (b) (7)(C) allegation was that (b) (6), (b) (7)(C) was pressing the WRAP-UP button to transfer (b) (6), (b) (7)(C) call to another upgrade or senior and when (b) (6), (b) (7)(C) did this, (b) (6), (b) (7)(C) phone would display "Transferring to Group Supervisor." (b) (6), (b) (7)(C) and I tested this allegation on (b) (6), (b) (7)(C) and found that all occurs as (b) (6), (b) (7)(C) stated except that when a call comes in to a Senior Service Rep or an Upgrade, the Aspect phone will not allow the pressing of the WRAP-UP button to transfer the call as (b) (6), (b) (7)(C) stated (b) (6), (b) (7)(C) was doing. What actually happens is that if the upgrade or the senior does not answer and allows the phone to keep ringing, after a period of time, the call rings at another upgrade's or senior's phone and the rep's phone displays "Transferring to Group Supervisor."

(b) (6), (b) (7)(C) then told us that (b) (6), (b) (7)(C) has been making comments behind (b) (6), (b) (7)(C) who (b) (6), (b) (7)(C) back. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) wanted to "knock (b) (6), (b) (7)(C) out" and how no one disrespects (b) (6), (b) (7)(C) under any circumstance. I informed (b) (6), (b) (7)(C) that if (b) (6), (b) (7)(C) strikes (b) (6), (b) (7)(C) that is grounds for discharge and how there is a zero tolerance for that kind of behavior. I told (b) (6), (b) (7)(C) to think about the things (b) (6), (b) (7)(C) was saying, and to calm (b) (6), (b) (7)(C). After a few minutes of talking and venting, (b) (6), (b) (7)(C) calmed down. I offered to move (b) (6), (b) (7)(C) seat to avoid any further altercations between them and that I would speak to (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) complained saying, "Why do I have to move my seat?" I told (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) was the one making the accusations. (b) (6), (b) (7)(C) then said (b) (6), (b) (7)(C) just needed a few minutes and that (b) (6), (b) (7)(C) would be fine; (b) (6), (b) (7)(C) also said something to the effect of, "I am a professional and do not need to move my seat." I committed to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) that I would speak to (b) (6), (b) (7)(C) but would not tell (b) (6), (b) (7)(C) where the accusations came from.

At around 3 pm, I was sitting at my desk when I heard (b) (6), (b) (7)(C) yell, (b) (6), (b) (7)(C) get (b) (6), (b) (7)(C) away from me before I splash this water on (b) (6), (b) (7)(C). I looked over across the room and saw (b) (6), (b) (7)(C) standing with both arms at shoulder height holding cups of water. (b) (6), (b) (7)(C) was

standing next to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) continued walking and yelling how I better call the cops before (b) (6), (b) (7)(C) knocks (b) (6), (b) (7)(C) out. I walked toward (b) (6), (b) (7)(C) and asked (b) (6), (b) (7)(C) to lower (b) (6), (b) (7)(C) voice and calm down. (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) put (b) (6), (b) (7)(C) hands on (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) was going to knock the (b) (6), (b) (7)(C) out of (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was crying at the time saying, "No one puts their hands on me, I will knock that (b) (6), (b) (7)(C) out." I escorted (b) (6), (b) (7)(C) back to (b) (6), (b) (7)(C) desk and told (b) (6), (b) (7)(C) was going home. At that point, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) walked over to (b) (6), (b) (7)(C) desk and also asked (b) (6), (b) (7)(C) to calm down. (b) (6), (b) (7)(C) continued yelling at (b) (6), (b) (7)(C) telling (b) (6), (b) (7)(C) to stay away from (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) came walking towards me as I was standing in front of (b) (6), (b) (7)(C) to block (b) (6), (b) (7)(C) path from walking towards (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) said, (b) (6), (b) (7)(C) "don't understand what I did," I asked to (b) (6), (b) (7)(C) to go over by my desk and I would speak to (b) (6), (b) (7)(C) later. (b) (6), (b) (7)(C) walked (b) (6), (b) (7)(C) to my desk while I escorted (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) office until (b) (6), (b) (7)(C) calmed down and could drive home. I asked (b) (6), (b) (7)(C) to, "stop talking" and (b) (6), (b) (7)(C) was "only making the situation worse with every word (b) (6), (b) (7)(C) spoke." (b) (6), (b) (7)(C) agreed to not say anything else.

When we arrived in (b) (6), (b) (7)(C) office, I asked (b) (6), (b) (7)(C) what had happened for (b) (6), (b) (7)(C) to react the way (b) (6), (b) (7)(C) did. (b) (6), (b) (7)(C) told me that (b) (6), (b) (7)(C) pushed (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) wanted to press charges. I asked (b) (6), (b) (7)(C) how (b) (6), (b) (7)(C) pushed (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) pushed (b) (6), (b) (7)(C) arm while (b) (6), (b) (7)(C) was walking by (b) (6), (b) (7)(C) and said something like, "Why are you talking shit on me." (b) (6), (b) (7)(C) then again said (b) (6), (b) (7)(C) wanted to press charges. I told (b) (6), (b) (7)(C) did the right thing by not striking (b) (6), (b) (7)(C) I walked outside (b) (6), (b) (7)(C) office where (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were standing by (b) (6), (b) (7)(C) desk. I asked (b) (6), (b) (7)(C) to call 911. When I walked back into (b) (6), (b) (7)(C) office (b) (6), (b) (7)(C) asked me why (b) (6), (b) (7)(C) had to go home when (b) (6), (b) (7)(C) was the one who struck (b) (6), (b) (7)(C) I told (b) (6), (b) (7)(C) they were both going home. I then walked back out of the office and called (b) (6), (b) (7)(C) When I walked back into the office, (b) (6), (b) (7)(C) was on the phone with (b) (6), (b) (7)(C) and that (b) (6), (b) (7)(C) wanted to speak to me. I took the phone from (b) (6), (b) (7)(C) and told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) was calm now and was waiting for the police to make a statement.

After the conversation with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) I suspended them both. (b) (6), (b) (7)(C) took notes for the union.

(b) (6), (b) (7)(C) and I first spoke to (b) (6), (b) (7)(C) I told (b) (6), (b) (7)(C) that due to the circumstances, I was administratively suspending (b) (6), (b) (7)(C) and I needed (b) (6), (b) (7)(C) ID and a contact phone number to call (b) (6), (b) (7)(C) in a later date for a FF. Again, (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) didn't understand why (b) (6), (b) (7)(C) was being made to feel like the victim when (b) (6), (b) (7)(C) was the one who struck (b) (6), (b) (7)(C) I told (b) (6), (b) (7)(C) this was not a conviction of guilt; only part of the process that the company demands in situations like this to separate both individuals from each other and company property.

(b) (6), (b) (7)(C) and I then walked to the room where (b) (6), (b) (7)(C) was waiting. The police were standing in the entrance way and were waiting for us (the company) to do what we had to do before giving (b) (6), (b) (7)(C) some "paperwork." (b) (6), (b) (7)(C) and I walked into the room. I told (b) (6), (b) (7)(C) was being administratively suspended and that I would need (b) (6), (b) (7)(C) ID and a contact phone number to call (b) (6), (b) (7)(C) in a later date for a FF. (b) (6), (b) (7)(C) went on to say that (b) (6), (b) (7)(C) was a (b) (6), (b) (7)(C) year employee and how something like this has never happened to (b) (6), (b) (7)(C) before. I told (b) (6), (b) (7)(C) the same thing I told (b) (6), (b) (7)(C) this was not a conviction of guilt and only part of the process. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) understood and respected the company's position, and handed over (b) (6), (b) (7)(C) ID.

The police escorted both to their cars separately.

Timeline of events
Incident between (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) 08 (times are approximate)

1:30pm – I arrive to SIAC from monthly street light meeting in Central division

1:31pm – (b) (6), (b) (7)(C) approaches me as I am walking up the ramp and asks to speak to me. We walk into Eric's office at which time (b) (6), (b) (7)(C) informs that (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was avoiding (b) (6), (b) (7)(C) escalated calls

1:33pm – I walk out of the office and inform (b) (6), (b) (7)(C) am going to get (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

1:34pm – Meeting continues

1:45pm – We conclude meeting

3:00pm – Altercation breaks out between (b) (6), (b) (7)(C)

3:05pm – I escort (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) office and call police (at (b) (6), (b) (7)(C) request). (b) (6), (b) (7)(C) stays at my desk with (b) (6), (b) (7)(C)

3:10pm – Police arrive.

3:15pm – I call (b) (6), (b) (7)(C)

3:30pm – (b) (6), (b) (7)(C) is suspended

3:35pm – (b) (6), (b) (7)(C) is suspended

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC SAFA - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	JOB NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION Southern Inquiry Center	DATE (b) (6), (b) (7)(C) /08	TIME FROM: 4pm TIME TO: 4:05 pm
SUBJECT OR PURPOSE Administrative Suspension		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) -- Customer Operations
(b) (6), (b) (7)(C) -- Customer Operations
(b) (6), (b) (7)(C) -- CSP
(b) (6), (b) (7)(C)

Informed **(b) (6), (b) (7)(C)** is being suspended with pay based on the incident that had just occurred until the investigation has been concluded. Also asked **(b) (6), (b) (7)(C)** for phone number where **(b) (6), (b) (7)(C)** could be reached and to surrender **(b) (6), (b) (7)(C)** D. card as **(b) (6), (b) (7)(C)** is not allowed on any PSE&G property until **(b) (6), (b) (7)(C)** is told otherwise.

(b) (6), (b) (7)(C) expressed that **(b) (6), (b) (7)(C)** feels as though **(b) (6), (b) (7)(C)** is the victim and does not understand the suspension. I told **(b) (6), (b) (7)(C)** that this is not a conviction of guilt; it is simply part of the process.

Prepared by: (b) (6), (b) (7)(C)	DATE (b) (6), (b) (7)(C) 08
REFERRED TO: (b) (6), (b) (7)(C)	DATE (b) (6), (b) (7)(C) 08

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE. OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Statement regarding incident involving (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) - conversation in the (b) (6), (b) (7)(C) Room		

PERSONS ATTENDING AND DETAILS

At approximately 2:50-3:00 PM on Friday, (b) (6), (b) (7)(C) was in the (b) (6), (b) (7)(C) room when I heard (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) come into the (b) (6), (b) (7)(C) room. (b) (6), (b) (7)(C) was extremely upset and it sounded as though (b) (6), (b) (7)(C) was attempting to calm (b) (6), (b) (7)(C) down. Initially, they were unaware that I was in the same room. (b) (6), (b) (7)(C) was upset with someone and was using the "F" word rambling on about the fact that someone was hanging up on (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) couldn't take it anymore. (b) (6), (b) (7)(C) was mad because (b) (6), (b) (7)(C) kept hanging up on (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) didn't know what to do about it. At first I didn't know who they were talking about. At this point I think they realized that they were not alone in the (b) (6), (b) (7)(C) room (because there was a long pause in the conversation like they were looking under the stalls to see if anyone else was in the room with them). (b) (6), (b) (7)(C) then tuned down the conversation and eventually mentioned the name of (b) (6), (b) (7)(C) in the conversation. The conversation sounded more like venting than anything. I sounded like a lot of anger being released. (all verbal) nothing physical. (b) (6), (b) (7)(C) was trying to calm (b) (6), (b) (7)(C) down. (b) (6), (b) (7)(C) you need to calm down". At some point, (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) came into the (b) (6), (b) (7)(C) room while (b) (6), (b) (7)(C) was talking to (b) (6), (b) (7)(C). When I came out of the stall, I mentioned to (b) (6), (b) (7)(C) that even though (b) (6), (b) (7)(C) was blowing off steam, (b) (6), (b) (7)(C) should be careful with (b) (6), (b) (7)(C) language because "you never know who's going to be in here (b) (6), (b) (7)(C) room)". (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) was just blowing off steam and was upset and needed to vent. I said I know but with the language you're using (and I can go with the best of them myself) It's not appropriate here. I also

said jokingly, I hope I never get on your bad side because I'd even be afraid of you. I'd hate to meet you in a parking lot somewhere. With that (b) (6), (b) (7) laughed and said (b) (6), (b) (7) just needed to talk to someone (b) (6), (b) (7)(C) and blow off steam. (b) (6), (b) (7)(C) seemed to have calmed down because (b) (6), (b) (7) was now laughing and I left while (b) (6), (b) (7)(C) remained with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in the (b) (6), (b) (7)(C) room. All of this took place within about 5-6 minutes period.

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 08

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 08

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Statement regarding incident involving (b) (6), (b) (7)(C) - chronology		

PERSONS ATTENDING AND DETAILS

At approximately 3:10 PM, I was listening to a customer call that (b) (6), (b) (7)(C) had asked me to listen to prior to calling the customer back. While listening to the call, I heard someone screaming, "you better get (b) (6), (b) (7)(C) or I'll throw this water on (b) (6), (b) (7)(C). I turned to find (b) (6), (b) (7)(C) with (b) (6), (b) (7)(C) arms outstretched (one cup in each hand). (b) (6), (b) (7)(C) was rushed over to (b) (6), (b) (7)(C) who at this point was heading toward (b) (6), (b) (7)(C) desk. (b) (6), (b) (7)(C) was shouting, "I will throw this hot water on (b) (6), (b) (7)(C). I want to fuck (b) (6), (b) (7)(C) up". I'll fight the (b) (6), (b) (7)(C) and beat the (b) (6), (b) (7)(C) out of (b) (6), (b) (7)(C). While (b) (6), (b) (7)(C) was running over to hold (b) (6), (b) (7)(C) from heading toward (b) (6), (b) (7)(C) I got (b) (6), (b) (7)(C) (who was at (b) (6), (b) (7)(C) desk in the same aisle that (b) (6), (b) (7)(C) sat in) and told (b) (6), (b) (7)(C) to come over to my area and sat (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C) desk. I asked (b) (6), (b) (7)(C) to stay there for a minute. I stayed with (b) (6), (b) (7)(C) while (b) (6), (b) (7)(C) was talking to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) had just arrived at (b) (6), (b) (7)(C) area and were also trying to calm (b) (6), (b) (7)(C) down.

(b) (6), (b) (7)(C) asked me, "what did I do, I don't know what I did". After (b) (6), (b) (7)(C) heard (b) (6), (b) (7)(C) cursing at (b) (6), (b) (7)(C) said, I don't appreciate (b) (6), (b) (7)(C) cursing me out, I want something done. This is ridiculous, I don't know what I did to (b) (6), (b) (7)(C). What did I do?" I told (b) (6), (b) (7)(C) to stay put. I said I don't know what's going on but we will find out. (b) (6), (b) (7)(C) said I don't understand, what did I do, why is (b) (6), (b) (7)(C) saying that? (b) (6), (b) (7)(C) looked a little surprised. (b) (6), (b) (7)(C) got (b) (6), (b) (7)(C) to go toward the front office and I held (b) (6), (b) (7)(C) back in Inquiry

At approximately 3:25 I told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) shift was ending and that (b) (6), (b) (7)(C) had already left the building (or so I thought). (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) go home but went outside to smoke a cigarette first. We still didn't know what exactly was going on so I went to (b) (6), (b) (7)(C) office looking for (b) (6), (b) (7)(C) only to find that (b) (6), (b) (7)(C) was in there with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). I immediately notified (b) (6), (b) (7)(C) outside that (b) (6), (b) (7)(C) was still in the building in (b) (6), (b) (7)(C) office and not to come into the building until I came and got (b) (6), (b) (7)(C).

A few minutes later... while (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were talking to (b) (6), (b) (7)(C) I had (b) (6), (b) (7)(C) come into the building and go directly into the development room where we were met by (b) (6), (b) (7)(C) (this room was on the other side of the entrance to the building. I asked (b) (6), (b) (7)(C) to stay there with (b) (6), (b) (7)(C) and proceeded to find out what was going on with (b) (6), (b) (7)(C) and to confer with (b) (6), (b) (7)(C) that both of them (b) (6), (b) (7)(C) needed to be sent off the property immediately and to get their badges.

At this point (b) (6), (b) (7)(C) requested that the police be called. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) was assaulted by (b) (6), (b) (7)(C). Simultaneously, (b) (6), (b) (7)(C) requested to make a report to the police. The local Bordentown Police was called and responded within 7 minutes.

There were 4 local policemen that responded, two went into each room to talk to (b) (6), (b) (7)(C) respectively. Then they conferred. One of the policemen, (do not recall his name), stated to me

that their statements were not even close to each other (re: the incident that occurred). He asked me what our procedure was in a case like this. I told them they would be suspended immediately and removed from the property after obtaining their badges. He asked if I wanted them to stay to escort them off the property peacefully and I said yes, I appreciated that. After making statements to the police and after a couple of conference calls with (b) (6), (b) (7)(C) both (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were met with individually with a (b) (6), (b) (7)(C) present and both were placed on administrative suspension effective immediately with pay pending an investigation to be conducted. (b) (6), (b) (7)(C) and I obtained their badges and contact numbers. (b) (6), (b) (7)(C) explained that we'd be in contact with them to bring them back in for factfinding. The Police then escorted both parties off the property.

After (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were off the property, we began the process of meeting with all employees to conduct factfinding. This was approximately 4:15 PM (not positive of the exact time). 24 meetings with respective employees were conducted by 5:30 PM. When the center closed.

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 08

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 08

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) / 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C), 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)		
PERSONS ATTENDING AND DETAILS		
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>(b) (6), (b) (7)(C) - Supervisor</p> <p>(b) (6), (b) (7)(C) - Supervisor</p> </div> <div style="width: 45%; text-align: center;"> <p>(b) (6), (b) (7)(C)</p> <p>(b) (6), (b) (7)(C)</p> </div> </div> <p>Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed</p> <p>(b) (6), (b) (7)(C) How long have you been employed at PSE&G?</p> <p>(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) years</p> <p>(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)</p> <p>(b) (6), (b) (7)(C) I heard just basically, "Get away from me before I throw this hot water on you".</p> <p>(b) (6), (b) (7)(C) Who did you hear this from?</p> <p>(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)</p> <p>(b) (6), (b) (7)(C) Anything else?</p> <p>No not really. I was on a call when this happened and didn't really hear much.</p> <p>Ok, thank you (b) (6), (b) (7)(C) do you have any questions?</p> <p>No. No questions.</p>		

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C)

2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C)

2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) / 2008	TIME

SUBJECT OR PURPOSE OF THE MEETING

Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) - Supervisor (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) - Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

(b) (6), (b) (7)(C) How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years

(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Happened so fast. Didn't really hear much. Nothing specific, just heard (b) (6), (b) (7)(C) yelling at someone. I found out it was (b) (6), (b) (7)(C) said something about taking (b) (6), (b) (7)(C) outside.

(b) (6), (b) (7)(C) Anything else ?

No

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

No.

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) /2008	TIME	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)			

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) - Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

(b) (6), (b) (7)(C) How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years, in SIAC since August

(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) It started with (b) (6), (b) (7)(C) raising (b) (6), (b) (7)(C) voice. At first I didn't know who it was directed at, then I saw

(b) (6), (b) (7)(C) I heard (b) (6), (b) (7)(C) say (b) (6), (b) (7)(C) "would have (b) (6), (b) (7)(C) arrested and wanted to knock the (b) (6), (b) (7)(C) out of (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) do you have any questions?

No. No questions.

REPORTED OR RECORDED BY: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) 2008
REFERRED TO: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) /2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME

SUBJECT OR PURPOSE OF THE MEETING
Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) - Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

How long have you been employed at PSE&G?

April, (b) (6), (b) (7)(C)

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C)

and (b) (6), (b) (7)(C)

Nothing. I was in a meeting.

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

No questions.

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) /2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) /2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) - Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

(b) (6), (b) (7)(C) How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years in May

(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Nothing. I was in a meeting.

(b) (6), (b) (7)(C) Ok, thank you (b) (6), (b) (7)(C) do you have any questions?

(b) (6), (b) (7)(C) No questions.

REPORTED OR RECORDED BY: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) 2008
REFERRED TO: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) /2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) / 2008	TIME

SUBJECT OR PURPOSE OF THE MEETING

Fact Finding to investigate events that occurred on Friday, November 21, 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)
 (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

(b) (6), (b) (7)(C) How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) Years

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C)

and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) I heard shouting. (b) (6), (b) (7)(C) was shouting at (b) (6), (b) (7)(C). I think (b) (6), (b) (7)(C) did retaliate.

How did (b) (6), (b) (7)(C) retaliate?

(b) (6), (b) (7)(C) shouted back but I couldn't hear what (b) (6), (b) (7)(C) said. I was on the phone at the time.

Anything else?

No not really. I was on the phone at the time.

Ok, thank you (b) (6), (b) (7)(C) do you have any questions?

No. No questions.

REPORTED OR RECORDED BY: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) 2008
REFERRED TO: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) - Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

(b) (6), (b) (7)(C) How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years

(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) I heard some of it... nothing precise and clear. Something about scalding water. I remember I saw (b) (6), (b) (7)(C) go over there (by (b) (6), (b) (7)(C) desk). And then I saw (b) (6), (b) (7)(C) go over there in the middle of them and try to calm (b) (6), (b) (7)(C) down.

(b) (6), (b) (7)(C) Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) do you have any questions?

No. No questions.

REPORTED OR RECORDED BY: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) 2008
REFERRED TO: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)
 (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

(b) (6), (b) (7)(C) How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years

(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) I heard commotion. As far as what (b) (6), (b) (7)(C) said, I really didn't hear (b) (6), (b) (7)(C). As far as (b) (6), (b) (7)(C) I really didn't hear what (b) (6), (b) (7)(C) said. (b) (6), (b) (7)(C) was mumbling.

(b) (6), (b) (7)(C) Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

(b) (6), (b) (7)(C) No. No questions.

REPORTED OR RECORDED BY: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) 2008
REFERRED TO: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)
 (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

(b) (6), (b) (7)(C) How long have you been employed at PSE&G?

(b) (6) years

Are you familiar with the Rules, Regulations and Standards of Conduct?

(b) (6), (b) (7)(C) yes.

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C)

and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) I just heard (b) (6), (b) (7)(C) yelling and (b) (6), (b) (7)(C) was telling (b) (6), (b) (7)(C) to sit down and be quiet.

(b) (6), (b) (7)(C) was yelling something about water. (b) (6), (b) (7)(C) didn't say anything to (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Where was (b) (6), (b) (7)(C) when this was going on?

(b) (6), (b) (7)(C) was at (b) (6), (b) (7)(C) desk?

(b) (6), (b) (7)(C) Where was (b) (6), (b) (7)(C) at this time?

(b) (6), (b) (7)(C) was sitting in (b) (6), (b) (7)(C) seat.

Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

No. No questions..

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C) We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

(b) (6), (b) (7)(C) How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years

Are you familiar with the Rules, Regulations and Standards of Conduct?

Yes.

(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) was saying, um, (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) can I say the "F" word.?

Say whatever you recall hearing, be as specific as you can.

(b) (6), (b) (7)(C) I heard (b) (6), (b) (7)(C) say "I'll fuck you up" I'll fight a (b) (6), (b) (7)(C) I'll knock the (b) (6), (b) (7)(C) right out of (b) (6), (b) (7)(C) I saw (b) (6), (b) (7)(C) holding (b) (6), (b) (7)(C) back, (b) (6), (b) (7)(C) was saying to (b) (6), (b) (7)(C) "I'll knock the (b) (6), (b) (7)(C) right out of you". (b) (6), (b) (7)(C) had (b) (6), (b) (7)(C) fist up shaking it like (b) (6), (b) (7)(C) wanted to fight (b) (6), (b) (7)(C) said, "calm down,

calm down. (b) (6), (b) (7)(C) said, "I'll fuck (b) (6), (b) (7)(C) up". I only heard (b) (6), (b) (7)(C) mouth. I never heard (b) (6), (b) (7)(C) say anything. I had a customer on the phone and put them on hold. The customer heard every word (b) (6), (b) (7)(C) said.

(b) (6), (b) (7)(C) Where were you when this was going on?

At my desk on a call.

Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

(b) (6), (b) (7)(C) No. No questions..

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) - Supervisor

(b) (6), (b) (7)(C)

- Supervisor

(b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years

Are you familiar with the Rules, Regulations and Standards of Conduct?

yes.

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C)

and (b) (6), (b) (7)(C)

Shouting. Foul verbage. I heard the "F" word from (b) (6), (b) (7)(C) saying something like I'll fight the

(b) (6), (b) (7)(C) said that twice. I did observe some people trying to difuse the situation. Big, Big, major distraction. Everyone had customer calls and were putting them on hold or muting their phone because it was loud.

Where were you when this was happening?

I was at my desk.

Where was (b) (6), (b) (7)(C) when this was going on?

(b) (6), (b) (7)(C) was standing at (b) (6), (b) (7)(C) desk?

Where was (b) (6), (b) (7)(C) at this time?

(b) (6), (b) (7)(C) was sitting in (b) (6), (b) (7)(C) seat.

Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

No. No questions..

REPORTED OR RECORDED BY:
(b) (6), (b) (7)(C)

DATE:
(b) (6), (b) (7)(C) 2008

REFERRED TO:
(b) (6), (b) (7)(C)

DATE:
(b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION SIC - Inquiry Bordentown		DATE (b) (6), (b) (7)(C) /2008	TIME	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, November 21, 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)				

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C) We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

(b) (6), (b) (7)(C) How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years

Are you familiar with the Rules, Regulations and Standards of Conduct?

Yes,

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

I really didn't hear a lot. I was on a call myself. I looked over and it looked like a skirmish. I should say an argument. I really didn't hear anything. I just saw what looked like an argument

(b) (6), (b) (7)(C) Where was (b) (6), (b) (7)(C) when this was going on? Where was (b) (6), (b) (7)(C) at this time?

In the middle isle, corner cabinets. (past (b) (6), (b) (7)(C) desk) but not as far as my desk.

Anything else?

(b) (6), (b) (7)(C)

No

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

No. No questions..

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) /2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) /2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE

(b) (6), (b) (7)(C)

NOMENCLATURE

(b) (6), (b) (7)(C)

FILE

LOCATION

SIC - Inquiry Bordentown

DATE

(b) (6), (b) (7)(C) 2008

TIME

TIME

SUBJECT OR PURPOSE OF THE MEETING

Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C)

Supervisor

(b) (6), (b) (7)(C)

Supervisor

(b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

VV: How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years. (b) (6), (b) (7)(C) in January

Are you familiar with the Rules, Regulations and Standards of Conduct?

Yes.

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) I was on the phone with a customer. (b) (6), (b) (7)(C) was screaming in (b) (6), (b) (7)(C) direction, "Call the police, (b) (6), (b) (7)(C) can't get away with that..." (b) (6), (b) (7)(C) was yelling a lot of stuff at (b) (6), (b) (7)(C)

Where was (b) (6), (b) (7)(C) when this was going on?

(b) (6), (b) (7)(C) was at (b) (6), (b) (7)(C) desk area

Where was (b) (6), (b) (7)(C) at this time?

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was sitting in (b) (6), (b) (7)(C) seat.

Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

No. No questions..

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) /2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE

(b) (6), (b) (7)(C)

NOMENCLATURE

(b) (6), (b) (7)(C)

FILE

LOCATION

SIC - Inquiry Bordentown

DATE

(b) (6), (b) (7)(C) 2008

TIME

TIME

SUBJECT OR PURPOSE OF THE MEETING

Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor

(b) (6), (b) (7)(C)

- Supervisor

(b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years

Are you familiar with the Rules, Regulations and Standards of Conduct?

Sure am.

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) I was actually on the phone when everything started. I heard (b) (6), (b) (7)(C) say she was going to throw hot water on him (b) (6), (b) (7)(C) threw up (b) (6), (b) (7)(C) fists and took off (b) (6), (b) (7)(C) shoes. I saw (b) (6), (b) (7)(C) holding (b) (6), (b) (7)(C) back and try to calm her down. (b) (6), (b) (7)(C) said to (b) (6), (b) (7)(C) get out the way, (b) (6), (b) (7)(C) said, "I want to fight (b) (6), (b) (7)(C) wanted to call the cops. (b) (6), (b) (7)(C) said to (b) (6), (b) (7)(C) "What did I do?". (b) (6), (b) (7)(C) said, (b) (6), (b) (7)(C) harassing me". (b) (6), (b) (7)(C) not going to tolerate it and to call the cops'.

Where were you when this was happening?

I was sitting at my desk

Where was (b) (6), (b) (7)(C) when this was going on?

(b) (6), (b) (7)(C) was in the aisle behind me?

Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) do you have any questions?

No. No questions..

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) /2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) /2008	TIME

SUBJECT OR PURPOSE OF THE MEETING

Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)
 (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C) We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years. Since (b) (6), (b) (7)(C)

Are you familiar with the Rules, Regulations and Standards of Conduct?

yes.

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) I was in the atrium & I could hear (b) (6), (b) (7)(C) with a raised voice. I can't recall the exact words but they were hostile. (b) (6), (b) (7)(C) was saying... in that type of ... I saw (b) (6), (b) (7)(C) walk past or near podium. (b) (6), (b) (7)(C) looked upset clearly. They (b) (6), (b) (7)(C) walked toward (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) & that's all I know. (b) (6), (b) (7)(C) was talking to (b) (6), (b) (7)(C) already.

(b) (6), (b) (7)(C) Where was (b) (6), (b) (7)(C) when this was going on?

(b) (6), (b) (7)(C) was near (b) (6), (b) (7)(C) desk and I could see (b) (6), (b) (7)(C) clearly and I could hear (b) (6), (b) (7)(C) was saying....well not the words but I heard (b) (6), (b) (7)(C) saying something.

(b) (6), (b) (7)(C) Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) do you have any questions?

No. No questions..

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) /2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) /2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE

(b) (6), (b) (7)(C)

NOMENCLATURE

(b) (6), (b) (7)(C)

FILE

LOCATION

SIC - Inquiry Bordentown

DATE

(b) (6), (b) (7)(C) 2008

TIME

TIME

SUBJECT OR PURPOSE OF THE MEETING

Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) - Supervisor

(b) (6), (b) (7)(C)

- Supervisor

(b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

How long have you been employed at PSE&G?

(b) (6) mo.

Are you familiar with the Rules, Regulations and Standards of Conduct?

Yes.

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C)

and (b) (6), (b) (7)(C)

I heard (b) (6), (b) (7)(C) say to (b) (6), (b) (7)(C) . you better get (b) (6), (b) (7)(C) Initially I wasn't sure if (b) (6), (b) (7)(C) was playing or not but unfortunately (b) (6), (b) (7)(C) was serious. I heard (b) (6), (b) (7)(C) say, "I don't know what I did or said to you

Where was (b) (6), (b) (7)(C) when this was going on?

Right in the aisle by the first printer on the right.

(b) (6), (b) (7)(C)

Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

No. No questions..

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME

SUBJECT OR PURPOSE OF THE MEETING

Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) - Supervisor (b) (6), (b) (7)(C)
 (b) (6), (b) (7)(C) - Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

(b) (6), (b) (7)(C) How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years

Are you familiar with the Rules, Regulations and Standards of Conduct?

yes.

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) What altercation? When did it happen? I was on break.

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

No. No questions..

REPORTED OR RECORDED BY: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) 2008
REFERRED TO: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) - Supervisor

(b) (6), (b) (7)(C)

- Supervisor

(b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

(b) (6), (b) (7)(C) How long have you been employed at PSE&G?

(b) (6) yrs, I tink

Are you familiar with the Rules, Regulations and Standards of Conduct?

Yes.

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) I really didn't hear much. I heard something about water and "don't threaten me with that hot water, I think it was (b) (6), (b) (7)(C) Nothing else.

(b) (6), (b) (7)(C) Where were you when this was happening?

I was at the printer, printing envelopes.

Where was (b) (6), (b) (7)(C) at this time?

(b) (6), (b) (7)(C) in the aisle by me. I was trying to stay away.	
Anything else?	
No	
Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?	
No. No questions.	
REPORTED OR RECORDED BY: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) 2008
REFERRED TO: (b) (6), (b) (7)(C)	DATE: (b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK			
NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)			
PERSONS ATTENDING AND DETAILS			
(b) (6), (b) (7)(C) Supervisor		(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) Supervisor		(b) (6), (b) (7)(C)	
<p>Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C) We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed</p> <p>(b) (6), (b) (7)(C) How long have you been employed at PSE&G?</p> <p>(b) (6), (b) (7)(C) years</p> <p>(b) (6), (b) (7)(C) Are you familiar with the Rules, Regulations and Standards of Conduct?</p>			

(b) (6), (b) (7)

yes.

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C)

and (b) (6), (b) (7)(C)

(b) (6), (b) (7)

I heard (b) (6), (b) (7)(C) scream, "I'll beat you up" and (b) (6), (b) (7) also screamed, "take (b) (6), (b) (7) out", I'll fuck you up". "Take (b) (6), (b) (7) outside". That's when (b) (6), (b) (7) went over to (b) (6), (b) (7)

(b) (6), (b) (7)(C)

Where was (b) (6), (b) (7)(C) when this was going on?

(b) (6), (b) (7)(C)

was by me at my desk area.

Where was (b) (6), (b) (7) at this time?

(b) (6), (b) (7)

was over by correspondence by now.

Anything else?

No

(b) (6), (b) (7)(C)

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

CA: No. No questions..

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) / 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years

Are you familiar with the Rules, Regulations and Standards of Conduct?

yes.

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C)

and (b) (6), (b) (7)(C)

I heard basically, (b) (6), (b) (7)(C) you need to call and get (b) (6), (b) (7)(C) locked up and I heard (b) (6), (b) (7)(C) say,

"I'm gonna throw this hot water on (b) (6), (b) (7)(C) That's all I heard

Where was (b) (6), (b) (7)(C) when this was going on?

(b) (6), (b) (7)(C) was by me, near (b) (6), (b) (7)(C) desk.

Where was (b) (6), (b) (7)(C) at this time?

(b) (6), (b) (7)(C)

(b) (6), (b) (7)

was sitting over by correspondence.

Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) do you have any questions?

No. No questions..

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C)

/2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C)

2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE	
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C), 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)			

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor

(b) (6), (b) (7)(C)

Supervisor

(b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

How long have you been employed at PSE&G?

I don't know. May

Are you familiar with the Rules, Regulations and Standards of Conduct?

Yes.

What, if anything, did you hear or witness of the altercation that took place between

and (b) (6), (b) (7)(C)

I was on the phone with a customer (b) (6), (b) (7)(C) kept pushing mute because (b) (6), (b) (7)(C) was

shouting. I heard commotion. My customer was on the phone and I didn't want my customer to hear what was going on. I know (b) (6), (b) (7)(C) was involved but not (b) (6), (b) (7)(C)

Where was (b) (6), (b) (7)(C) when this was going on?

I just saw (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C) desk with (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

No. No questions..

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C)

2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C)

/2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor

(b) (6), (b) (7)(C)

- Supervisor

(b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

How long have you been employed at PSE&G?

(b) (6), (b) (7)(C)

years

Are you familiar with the Rules, Regulations and Standards of Conduct?

Yes, but you can go over it. (b) (6), (b) (7)(C) shows (b) (6), (b) (7)(C) a copy) Oh, yeah I know that. Can I get a copy?

We can get you a copy (b) (6), (b) (7)(C)

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) When I was walking to my desk, I saw (b) (6), (b) (7)(C) walking in my direction. I heard noise on the floor. A dialogue between (b) (6), (b) (7)(C). It happened so fast, I can't remember. I heard, calm down, just calm down from (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Where was (b) (6), (b) (7)(C) when this was going on?

(b) (6), (b) (7)(C) was by (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) desk?

Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

No. No questions..

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)		
PERSONS ATTENDING AND DETAILS		
(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)		
<p>Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C) We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed</p> <p>VV: How long have you been employed at PSE&G?</p> <p>(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) years</p> <p>Are you familiar with the Rules, Regulations and Standards of Conduct?</p> <p>so-sp</p> <p>What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)</p> <p>(b) (6), (b) (7)(C) I was on break. I missed it all. I wasn't even here</p> <p>Ok, thank you (b) (6), (b) (7)(C) do you have any questions?</p> <p>No. No questions..</p>		
REPORTED OR RECORDED BY: (b) (6), (b) (7)(C)		DATE: (b) (6), (b) (7)(C) 2008
REFERRED TO: (b) (6), (b) (7)(C)		DATE: (b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE 308 Service rep	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 2008	TIME
SUBJECT OR PURPOSE OF THE MEETING Fact Finding to investigate events that occurred on Friday, (b) (6), (b) (7)(C) 2008 at approximately 3:10 PM between (b) (6), (b) (7)(C)		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)
 - Supervisor (b) (6), (b) (7)(C)

Introduction: We are here to conduct an investigation regarding the events that occurred today between (b) (6), (b) (7)(C). We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed

How long have you been employed at PSE&G?

(b) (6), (b) (7)(C) years

Are you familiar with the Rules, Regulations and Standards of Conduct?

yes.

What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) I didn't hear much cause I had a customer on the phone. When (b) (6), (b) (7)(C) put (b) (6), (b) (7)(C) tea down or whatever (b) (6), (b) (7)(C) had in (b) (6), (b) (7)(C) hands. That's all I saw.

Where was (b) (6), (b) (7)(C) when this was going on?

(b) (6), (b) (7)(C) was in front of my row. I guess (b) (6), (b) (7)(C) was going to (b) (6), (b) (7)(C) desk.

Where was (b) (6), (b) (7)(C) at this time?

(b) (6), (b) (7)(C)

Anything else?

No

Ok, thank you (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) do you have any questions?

No. No questions.

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 2008

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7)(C) 08	TIME FROM:	TIME TO:
SUBJECT OR PURPOSE Fact Finding / Information regarding comments in aisle by (b) (6), (b) (7)(C)				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)				
We are here to conduct an investigation regarding the events that occurred in the aisle where you sit on (b) (6), (b) (7)(C) 08 regarding comments (b) (6), (b) (7)(C) may have made about some "scraps of paper."				
(b) (6), (b) (7)(C) How long have you been employed at PSE&G? (b) (6), (b) (7)(C) years				
(b) (6), (b) (7)(C) Do you recall signing for and receiving a copy of the Rules, Regulations, and Standards of Conduct? (b) (6), (b) (7)(C) years				
(b) (6), (b) (7)(C) Do you recall signing for and receiving a copy of the Rules, Regulations, and Standards of Conduct? Yes				
(b) (6), (b) (7)(C) Did you hear (b) (6), (b) (7)(C) make a comment to the effect of "Take some scrap paper, you bitches are going to be writing all day" on (b) (6), (b) (7)(C) 08?				
(b) (6), (b) (7)(C) Not exactly in those terms. Something like what you said, but along those lines. (b) (6), (b) (7)(C) was saying it to everyone in our row; (b) (6), (b) (7)(C) etc.... (b) (6), (b) (7)(C) was jokingly saying, "If you all don't take it, I'll bust you all in the face." We all laughed. (b) (6), (b) (7)(C) also said, "Speak now or forever hold your peace."				
(b) (6), (b) (7)(C) Do you remember where (b) (6), (b) (7)(C) was when (b) (6), (b) (7)(C) said this? (b) (6), (b) (7)(C) was down by (b) (6), (b) (7)(C) desk, just past mine.				
That will be all the questions at this time.				
Does the Union have any clarifying questions as this time? No				
Prepared by: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 2008	
REFERRED TO: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 2008	

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7)(C) 08	TIME FROM:	TIME TO:
SUBJECT OR PURPOSE Fact Finding / Information from incident in restroom regarding (b) (6), (b) (7)(C)				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)				
We are here to conduct an investigation regarding the events that occurred in the restroom prior to the altercation on the floor between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)				
(b) (6), (b) (7)(C) How long have you been employed at PSE&G? (b) (6) yrs				
(b) (6), (b) (7)(C) Do you recall signing for and receiving a copy of the Rules, Regulations, and Standards of Conduct? Yes				
(b) (6), (b) (7)(C) What, if anything, did you hear or witness of (b) (6), (b) (7)(C) in the restroom prior to the incident that occurred on the floor? My discussion with (b) (6), (b) (7)(C) was basically trying to calm (b) (6), (b) (7)(C) down. I even invited (b) (6), (b) (7)(C) to church. (b) (6), (b) (7)(C) was very distraught.				
(b) (6), (b) (7)(C) Why was (b) (6), (b) (7)(C) distraught? (b) (6), (b) (7)(C) was upset because a certain (b) (6), (b) (7)(C) was hanging up on (b) (6), (b) (7)(C) when (b) (6), (b) (7)(C) calls. (b) (6), (b) (7)(C) had enough of it, and that if (b) (6), (b) (7)(C) says anything sarcastic to (b) (6), (b) (7)(C) what (b) (6), (b) (7)(C) would do to (b) (6), (b) (7)(C). Also how (b) (6), (b) (7)(C) was the reason why (b) (6), (b) (7)(C) does not have many friends here. (b) (6), (b) (7)(C) was using a lot of profanity, and how (b) (6), (b) (7)(C) would punch (b) (6), (b) (7)(C) in the face, and fight (b) (6), (b) (7)(C).				
(b) (6), (b) (7)(C) Who was the (b) (6), (b) (7)(C)? (b) (6), (b) (7)(C)				
(b) (6), (b) (7)(C) Did (b) (6), (b) (7)(C) ask you to come into the bathroom? Yes				
(b) (6), (b) (7)(C) Was there anyone else there? Yes, (b) (6), (b) (7)(C)				
(b) (6), (b) (7)(C) Would you say (b) (6), (b) (7)(C) was calm when (b) (6), (b) (7)(C) left the bathroom? I would say so				
That will be all the questions at this time. Does the Union have any clarifying questions as this time? No				
Prepared by: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 2008	
REFERRED TO: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 08	

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7)(C) 08	TIME FROM:	TIME TO:
SUBJECT OR PURPOSE Fact Finding (b) (6), (b) (7)(C) Incident				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) Supervisor		(b) (6), (b) (7)(C) Supervisor		
<p>We are here to conduct an investigation regarding the events that occurred on Friday (b) (6), (b) (7)(C) 08 between (b) (6), (b) (7)(C) (b) (6), (b) (7)(C). We will ask a few questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions.</p> <p>(b) (6), (b) (7)(C) How long have you been employed at PSE&G? (b) (6), (b) (7)(C) yrs</p> <p>(b) (6), (b) (7)(C) How long have you worked as an (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) yrs</p> <p>(b) (6), (b) (7)(C) Do you recall signing for and receiving a copy of the Rules, Regulations, and Standards of Conduct? Yes</p> <p>(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) I was sitting at my desk and there seemed to be a slight disturbance in the center aisle. I don't know exactly what was said. I got up and saw (b) (6), (b) (7)(C) walking back to (b) (6), (b) (7)(C) desk. (b) (6), (b) (7)(C) was already by your (b) (6), (b) (7)(C) desk.</p> <p>(b) (6), (b) (7)(C) Do you remember who the disturbance involved? (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was escorted down to the front office by (b) (6), (b) (7)(C) I believe. I can't be sure though with all the confusion.</p> <p>(b) (6), (b) (7)(C) When (b) (6), (b) (7)(C) escorted (b) (6), (b) (7)(C) down to the front office, what did you do? (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) wanted to call the police</p> <p>(b) (6), (b) (7)(C) Did (b) (6), (b) (7)(C) say that to you? I can't recall</p> <p>That will be all the questions at this time.</p> <p>Does the Union have any clarifying questions as this time? No</p>				
Prepared by: (b) (6), (b) (7)(C)		DATE (b) (6), (b) (7)(C) 2008		
REFERRED TO: Scott Sharp / Eric Martinez		DATE (b) (6), (b) (7)(C) 2008		

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7)(C) 08	TIME FROM: 9:50	TIME TO: 9:54
SUBJECT OR PURPOSE Fact Finding				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) - Supervisor (b) (6), (b) (7)(C) - Supervisor				
Introduction: We are here to conduct an investigation regarding the events that occurred on Friday (b) (6), (b) (7)(C) 08 between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed.				
(b) (6), (b) (7)(C) How long have you been employed at PSE&G? (b) (6), (b) (7)(C) months				
(b) (6), (b) (7)(C) How long have you been at (b) (6), (b) (7)(C) for? (b) (6), (b) (7)(C) months				
(b) (6), (b) (7)(C) Do you remember signing for and receiving a copy of the Rules, Regulations and Standards of conduct? Yes				
(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)? To be honest, I didn't know who was involved until the dust cleared. I actually thought it was you (b) (6), (b) (7)(C) saw (b) (6), (b) (7)(C) and you (b) (6), (b) (7)(C)				
That will be all the questions at this time. Does the Union have any clarifying questions at this time? No				
Prepared by: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 08	
REFERRED TO: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 08	

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7) 08	TIME FROM: 10 am	TIME TO: 10:03 am
SUBJECT OR PURPOSE Fact Finding				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C) Supervisor				
<p>Introduction: We are here to conduct an investigation regarding the events that occurred on Friday (b) (6), (b) (7) 08 between (b) (6), (b) (7)(C) We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed</p> <p>(b) (6), (b) (7) How long have you been employed at PSE&G? (b) (6) years on (b) (6), (b) (7)(C)</p> <p>(b) (6), (b) (7) How long have you been a CSP for? (b) (6) yrs</p> <p>(b) (6), (b) (7) Do you remember signing for and receiving a copy of the Rules, Regulations and Standards of conduct? Yes</p> <p>(b) (6), (b) (7) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) (b) (6), (b) (7) I was on the phone, I heard her (b) (6), (b) (7)(C) being very loud, I turned around and saw (b) (6), (b) (7) across the room (b) (6), (b) (7)(C) was yelling at (b) (6), (b) (7) I saw you try to quiet (b) (6), (b) (7) down and (b) (6), (b) (7) got in your face. (b) (6), (b) (7) walked back to (b) (6), (b) (7) desk then (b) (6), (b) (7) was called off the floor.</p> <p>That will be all the questions at this time.</p> <p>Does the Union have any clarifying questions as this time? No</p>				
Prepared by: (b) (6), (b) (7)(C)		DATE (b) (6), (b) (7) 08		
REFERRED TO: (b) (6), (b) (7)(C)		DATE (b) (6), (b) (7) 08		

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7)(C) 08	TIME FROM: 10:04 am	TIME TO: 10:07
SUBJECT OR PURPOSE Fact Finding				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) - Supervisor (b) (6), (b) (7)(C) - Supervisor (b) (6), (b) (7)(C)				
Introduction: We are here to conduct an investigation regarding the events that occurred on Friday (b) (6), (b) (7)(C) 08 between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed.				
(b) (6), (b) (7)(C) How long have you been employed at PSE&G? (b) (6), (b) (7)(C) yrs				
(b) (6), (b) (7)(C) How long have you been a (b) (6), (b) (7)(C) for? (b) (6), (b) (7)(C) yrs				
(b) (6), (b) (7)(C) Do you remember signing for and receiving a copy of the Rules, Regulations and Standards of conduct? (b) (6), (b) (7)(C) Not off the top of my head				
(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)? (b) (6), (b) (7)(C) I was on the phone, I wasn't really paying attention, I had a customer on the phone. I remember putting the customer on the hold when (b) (6), (b) (7)(C) starting getting loud. I saw you (b) (6), (b) (7)(C) walk up to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) calmed down, I also saw (b) (6), (b) (7)(C) talking to (b) (6), (b) (7)(C)				
That will be all the questions at this time. Does the Union have any clarifying questions as this time? No				
Prepared by: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 08	
REFERRED TO: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 08	

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7)(C) 08	TIME FROM: 10:20 am	TIME TO: 10:24 am
SUBJECT OR PURPOSE Fact Finding				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C) Supervisor				
<p>Introduction: We are here to conduct an investigation regarding the events that occurred on Friday (b) (6), (b) (7)(C) between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed</p> <p>(b) (6), (b) (7)(C) How long have you been employed at PSE&G?</p> <p>(b) (6), (b) (7)(C) yrs</p> <p>(b) (6), (b) (7)(C) How long have you been a (b) (6), (b) (7)(C) for?</p> <p>(b) (6), (b) (7)(C) yrs</p> <p>(b) (6), (b) (7)(C) Do you remember signing for and receiving a copy of the Rules, Regulations and Standards of conduct?</p> <p>(b) (6), (b) (7)(C) Yes</p> <p>(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)?</p> <p>(b) (6), (b) (7)(C) I didn't see anything really, I was on the phone. (b) (6), (b) (7)(C) came back to (b) (6), (b) (7)(C) desk very upset. It was loud; I didn't really hear any specifics. After that, I got off the phone and approached (b) (6), (b) (7)(C). I told (b) (6), (b) (7)(C) it was in (b) (6), (b) (7)(C) best interest to take it off the floor.</p> <p>That will be all the questions at this time.</p> <p>Does the Union have any clarifying questions as this time? No.</p>				
Prepared by: (b) (6), (b) (7)(C)		DATE (b) (6), (b) (7)(C) 08		
REFERRED TO: (b) (6), (b) (7)(C)		DATE (b) (6), (b) (7)(C) 08		

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7)(C) 08	TIME FROM: 10:28 am	TIME TO: 10:33 am
SUBJECT OR PURPOSE Fact Finding				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)				
Introduction: We are here to conduct an investigation regarding the events that occurred on Friday (b) (6), (b) (7)(C) 08 in the restroom regarding comments (b) (6), (b) (7)(C) may or may not have made				
(b) (6), (b) (7)(C) What, if anything, did you hear or witness (b) (6), (b) (7)(C) do or say regarding (b) (6), (b) (7)(C) in the restroom before the altercation on the floor?				
(b) (6), (b) (7)(C) came in with (b) (6), (b) (7)(C) was rambling and wasn't making any sense to me. (b) (6), (b) (7)(C) was saying something about me any (b) (6), (b) (7)(C) that, "we were supposed to be mad at (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) something but (b) (6), (b) (7)(C) wasn't really making sense. I heard (b) (6), (b) (7)(C) threaten to, "kick (b) (6), (b) (7)(C) ass." Also how (b) (6), (b) (7)(C) always hears (b) (6), (b) (7)(C) gossiping about other people. (b) (6), (b) (7)(C) tells (b) (6), (b) (7)(C) these things and (b) (6), (b) (7)(C) tells (b) (6), (b) (7)(C) added that (b) (6), (b) (7)(C) is the reason why so many arguments happen here in the workplace.				
(b) (6), (b) (7)(C) kept saying my (b) (6), (b) (7)(C) name and my name, but for no reason really. I guess (b) (6), (b) (7)(C) was just venting, but (b) (6), (b) (7)(C) was hot (mad).				
That will be all the questions at this time.				
Does the Union have any clarifying questions at this time? No				
Prepared by: (b) (6), (b) (7)(C)				
REFERRED TO: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 08	DATE (b) (6), (b) (7)(C) 08

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7)(C) 08	TIME FROM: 10:34 am	TIME TO: 10:42 am
SUBJECT OR PURPOSE Fact Finding				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C) Supervisor				
Introduction: We are here to conduct an investigation regarding the events that occurred on Friday (b) (6), (b) (7)(C) 08 between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed				
(b) (6), (b) (7)(C) How long have you been employed at PSE&G?				
(b) (6), (b) (7)(C) years in a few months				
(b) (6), (b) (7)(C) How long have you been a Senior Service Rep for?				
(b) (6), (b) (7)(C) years				
(b) (6), (b) (7)(C) Do you remember signing for and receiving a copy of the Rules, Regulations and Standards of conduct?				
(b) (6), (b) (7)(C) Yes				
(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)?				
(b) (6), (b) (7)(C) I didn't hear any specifics. I was with (b) (6), (b) (7)(C) over by (b) (6), (b) (7)(C) desk showing (b) (6), (b) (7)(C) to work with LCICS and OMS. I heard a commotion and saw you (b) (6), (b) (7)(C) walk over to (b) (6), (b) (7)(C)				
(b) (6), (b) (7)(C) Did (b) (6), (b) (7)(C) contact you on Friday and ask you who was upgraded?				
(b) (6), (b) (7)(C) I did, (b) (6), (b) (7)(C) asked me who was upgraded, I think I said, "I think (b) (6), (b) (7)(C) is out there." (b) (6), (b) (7)(C) was having trouble getting through to an upgrade. I told (b) (6), (b) (7)(C) to write it up. About 1/2 hour later, when it finally slowed down a little at the podium, I walked it (the call back sheet filled out by (b) (6), (b) (7)(C) over to (b) (6), (b) (7)(C) said, a little agitated, "Why doesn't (b) (6), (b) (7)(C) just give it to me?"				
(b) (6), (b) (7)(C) When (b) (6), (b) (7)(C) called earlier, (b) (6), (b) (7)(C) said something to the effect of, (b) (6), (b) (7)(C) just sitting there with (b) (6), (b) (7)(C) headphones wrapped around (b) (6), (b) (7)(C) neck."				
(b) (6), (b) (7)(C) Do you remember (b) (6), (b) (7)(C) calling at all with this same issue before?				
(b) (6), (b) (7)(C) I don't recall, (b) (6), (b) (7)(C) may have, but I really don't remember.				
That will be all the questions at this time.				
Does the Union have any clarifying questions as this time? No				
Prepared by: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 08	
REFERRED TO: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 08	

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7) 08	TIME FROM: 10:43 am	TIME TO: 10:47 am
SUBJECT OR PURPOSE Fact Finding				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)				
Introduction: We are here to conduct an investigation regarding the events that occurred on Friday (b) (6), (b) (7) 08 between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed.				
(b) (6), (b) (7) How long have you been employed at PSE&G? (b) (6), (b) (7) years and (b) (6), (b) (7)(C)				
(b) (6), (b) (7) How long have you been a (b) (6), (b) (7)(C) for? (b) (6), (b) (7) years and (b) (6), (b) (7)(C)				
(b) (6), (b) (7) Do you remember signing for and receiving a copy of the Rules, Regulations and Standards of conduct? No				
(b) (6), (b) (7) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)? Really, (b) (6), (b) (7)(C) shoes came off. I saw (b) (6), (b) (7) pointing and yelling something, I thought (b) (6), (b) (7) was yelling at (b) (6), (b) (7)(C) actually. (b) (6), (b) (7) said something, "I'll fight the" I couldn't really make it out because I was on the phone with a customer. I saw you (b) (6), (b) (7) behind (b) (6), (b) (7)				
(b) (6), (b) (7) Do you remember (b) (6), (b) (7) saying something about scrap paper on Friday? Yes, (b) (6), (b) (7) said, "anyone want any scrap paper?" We all laughed, it was a joke, (b) (6), (b) (7) was just giving out scrap paper randomly?				
Anyone in particular (b) (6), (b) (7) was saying this to? No, (b) (6), (b) (7) was just walking up and down the aisle, maybe looking at (b) (6), (b) (7)(C)				
That will be all the questions at this time. Does the Union have any clarifying questions as this time? No				
Prepared by: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7) 08	
REFERRED TO: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7) 08	

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7) 08	TIME FROM: 10:56 am	TIME TO: 10:56 am
SUBJECT OR PURPOSE Fact Finding				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) Supervisor - Supervisor (b) (6), (b) (7)(C)				
<p>Introduction: We are here to conduct an investigation regarding the events that occurred on Friday (b) (6), (b) (7) 08 between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed</p> <p>(b) (6), (b) (7) Before we start, I was not on the floor when this occurred; I was in a meeting in the conference room.</p> <p>Thank you (b) (6), (b) (7)</p> <p>That will be all the questions at this time.</p> <p>Does the Union have any clarifying questions as this time?</p>				
Prepared by: (b) (6), (b) (7)(C)		DATE (b) (6), (b) (7) 08		
REFERRED TO: (b) (6), (b) (7)(C)		DATE (b) (6), (b) (7) 08		

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7)(C) 08	TIME FROM: 11 am	TIME TO: 11:06 am
SUBJECT OR PURPOSE Fact Finding				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C) Supervisor				
<p>Introduction: We are here to conduct an investigation regarding the events that occurred on Friday (b) (6), (b) (7)(C) 08 between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed</p> <p>(b) (6), (b) (7)(C) How long have you been employed at PSE&G? (b) (6), (b) (7)(C) years</p> <p>(b) (6), (b) (7)(C) How long have you been a (b) (6), (b) (7)(C) for? (b) (6), (b) (7)(C) Whole time</p> <p>(b) (6), (b) (7)(C) Do you remember signing for and receiving a copy of the Rules, Regulations and Standards of conduct? (b) (6), (b) (7)(C) Yes</p> <p>(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)? (b) (6), (b) (7)(C) I was on the phone at first I didn't know (b) (6), (b) (7)(C) was talking about. I thought (b) (6), (b) (7)(C) was fighting with (b) (6), (b) (7)(C) because I saw (b) (6), (b) (7)(C) standing there with you (b) (6), (b) (7)(C) by (b) (6), (b) (7)(C) desk. (b) (6), (b) (7)(C) was crying saying, "call the cops, I want to press charges. I'll kick that (b) (6), (b) (7)(C) ass." After that, it was (b) (6), (b) (7)(C) and others trying to calm (b) (6), (b) (7)(C) down. Then (b) (6), (b) (7)(C) was gone.</p> <p>That will be all the questions at this time.</p> <p>Does the Union have any clarifying questions as this time? No</p>				
Prepared by (b) (6), (b) (7)(C)		DATE (b) (6), (b) (7)(C) 08		
REFERRED TO: (b) (6), (b) (7)(C)		DATE (b) (6), (b) (7)(C) 08		

MEETING OR PERSONNEL REPORT

PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE
LOCATION Southern Inquiry Center		DATE (b) (6), (b) (7)(C) 08	TIME FROM: 11:15 am	TIME TO: 11:22 am
SUBJECT OR PURPOSE Fact Finding				
PERSONS ATTENDING AND DETAILS				
(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C) Supervisor				
<p>Introduction: We are here to conduct an investigation regarding the events that occurred on Friday (b) (6), (b) (7)(C) 08 between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). We will ask a couple questions. Tell us what you observed, saw and/or heard. After that you and/or the Union will have a chance to ask questions. Let's proceed</p> <p>(b) (6), (b) (7)(C) How long have you been employed at PSE&G?</p> <p>(b) (6), (b) (7)(C) On and off since (b) (6), (b) (7)(C)</p> <p>VV: How long have you been a (b) (6), (b) (7)(C) or?</p> <p>AM: (b) (6), (b) (7)(C) years</p> <p>(b) (6), (b) (7)(C) Do you remember signing for and receiving a copy of the Rules, Regulations and Standards of conduct?</p> <p>(b) (6), (b) (7)(C) Yes</p> <p>(b) (6), (b) (7)(C) What, if anything, did you hear or witness of the altercation that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)?</p> <p>(b) (6), (b) (7)(C) Nothing really (of the actual altercation). I took notice when (b) (6), (b) (7)(C) was walking back to (b) (6), (b) (7)(C) desk and saw (b) (6), (b) (7)(C) walking with (b) (6), (b) (7)(C). I asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) wanted me to try and calm (b) (6), (b) (7)(C) down. (b) (6), (b) (7)(C) said ok. It didn't work. (b) (6), (b) (7)(C) came over and took over from there. (b) (6), (b) (7)(C) was very upset.</p> <p>(b) (6), (b) (7)(C) Do you know why (b) (6), (b) (7)(C) was upset?</p> <p>(b) (6), (b) (7)(C) No clue</p> <p>(b) (6), (b) (7)(C) What, if anything, did you notice about (b) (6), (b) (7)(C)?</p> <p>(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was on the other side of the room, wasn't much I could notice.</p> <p>That will be all the questions at this time.</p> <p>Does the Union have any clarifying questions at this time? No</p>				
Prepared by: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 08	
REFERRED TO: (b) (6), (b) (7)(C)			DATE (b) (6), (b) (7)(C) 08	

MEETING OR PERSONNEL REPORT



MEETING RECORD



PERSONNEL REPORT

IF THIS REPORT RELATES TO SPECIFIC EMPLOYEE - COMPLETE THIS LINE, OTHERWISE LEAVE BLANK

NAME OF EMPLOYEE (b) (6), (b) (7)(C)	NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION SIC - Inquiry Bordentown	DATE (b) (6), (b) (7)(C) 08	TIME 1:00 TIME 1:45
SUBJECT OR PURPOSE OF THE MEETING # 2 w (b) (6), (b) (7)(C) Follow up/Clarifying fact finding meeting with (b) (6), (b) (7)(C)		

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)
 (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C)

Introduction:

(b) (6), (b) (7)(C) First I apologize for the fact that this is taking so long to come to a resolution but our investigation continues to ensure that we have gotten all of the information and clarified any questions we had regarding this case and gathered all of the information relative to any allegations. Thank you for coming in today. Now, I will ask a series of about 6 questions and appreciate your responses. Afterward, you will be given time to ask questions. We will proceed.

(b) (6), (b) (7)(C) On (b) (6), (b) (7)(C) 08 at 2:38:35 (b) (6), (b) (7)(C) dialed #1004 looking for a Group. (b) (6), (b) (7)(C) was on a call and (b) (6), (b) (7)(C) was on a call. (b) (6), (b) (7)(C) you were available from 2:40:24 - 2:48:01, can you explain what happened here?

(b) (6), (b) (7)(C) I'm not sure, if I was available I could have been finishing up on a call. I could have been in idle. I just don't know.

(b) (6), (b) (7)(C) Do you remember (b) (6), (b) (7)(C) name coming up on the phone.

If I was in idle I wouldn't have seen it.

(b) (6), (b) (7)(C) On the same day (b) (6), (b) (7)(C) dialed # (b) (6), (b) (7)(C) at 2:44:29 and connected to (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) who was only available for one minute. (b) (6), (b) (7)(C) was on a call.

(b) (6), (b) (7)(C) you were available from 2:40:24 – 2:48:01 (the longest available). Can you tell me what happened on with this call?

(b) (6), (b) (7)(C) I honestly don't know how or what could have happened. I can't answer that. I was (b) (6), (b) (7)(C) all week, every day. It was relatively quiet.

(b) (6), (b) (7)(C) Did you see (b) (6), (b) (7)(C) name come up on the phone?

No. I don't pay attention to the names.. I just answer the calls.

Let's go to the next day... (as (b) (6), (b) (7)(C) takes out aspect reports)

On Friday, (b) (6), (b) (7)(C) 08 (b) (6), (b) (7)(C) called # (b) (6), (b) (7)(C) at 9:23:46 – 9:26:30 and is connected to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) who was only available for 37 seconds. (b) (6), (b) (7)(C) was on a call, (b) (6), (b) (7)(C) you were available from 9:16:40 – 9:25:12 Can you tell us what happened with this call/.

(b) (6), (b) (7)(C) No. Because I take a break between 9:15 – 9:30.

Well according to this report, you were signed on at that time in fact you signed off at 9:15 and signed back on again at 9:16.

(b) (6), (b) (7)(C) I don't know. Maybe we switched shifts (with (b) (6), (b) (7)(C) and I supported the podium. We usually keep each other in communication about who's taking breaks when. I don't recall not taking any calls from (b) (6), (b) (7)(C) or anyone for that matter, EVER. I usually cover for (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C) (SSR) breaks. It could have been that I covered or was going to cover at the podium. I have never not answered any calls coming through.

(b) (6), (b) (7)(C) later that day at 1:22:24 – 1:25:19 (b) (6), (b) (7)(C) called # (b) (6), (b) (7)(C) and never connected to a group.

(b) (6), (b) (7)(C) was on a call. (b) (6), (b) (7)(C) was signed off. What can you tell us about this call? Do you remember getting a call from (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Again, it shows I was available, I don't know. Was that written up (call back sheet). Was it given to (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Yes, that's the one (b) (6), (b) (7)(C) got.

So the call was at 1:22 and (b) (6), (b) (7)(C) got the call back at 3PM"

Maybe not.

(b) (6), (b) (7)(C)

in the month of November for the dates indicated (there were 9 dates (b) (6), (b) (7)(C) showed (b) (6), (b) (7)(C) you were (b) (6), (b) (7)(C) 9 times at (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) dialed # (b) (6), (b) (7)(C) 66 times on those dates and only one connected to you. Do you think that this is possible?

(b) (6), (b) (7)(C)

I don't know

(b) (6), (b) (7)(C)

Wait. How can you said (b) (6), (b) (7)(C) was upgraded on 9 specific dates and then give global (b) (6), (b) (7)(C) called # (b) (6), (b) (7)(C) through whole month.

(b) (6), (b) (7)(C)

OK, let me bring up the report (on the computer). Actually, on the 8 dates (excluding one date (b) (6), (b) (7)(C) was (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) called # (b) (6), (b) (7)(C) 45 times. (b) (6), (b) (7)(C) do you think that this is possible (for (b) (6), (b) (7)(C) to have only connected with you one time?)

(b) (6), (b) (7)(C)

Again, I don't know

(b) (6), (b) (7)(C)

One last questions. (b) (6), (b) (7)(C) would you have any reservations or issues with working with (b) (6), (b) (7)(C) in the office.

(b) (6), (b) (7)(C)

After getting over the initial emotion and the logic behind working with (b) (6), (b) (7)(C) No, I wouldn't have any problems working with (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Any questions?

(b) (6), (b) (7)(C)

Yes. Have you ever received a complaint from (b) (6), (b) (7)(C) or anyone for that matter about me not answering an escalated call. Or that I wouldn't accept or pick up any call at all, EVER?

(b) (6), (b) (7)(C)

No I haven't

Since (b) (6), (b) (7)(C) is currently in a no pay status, Will this be resolved by end of week? Can we get a written commitment to have a resolution by end of week? Will (b) (6), (b) (7)(C) be paid for this meeting?

(b) (6), (b) (7)(C)

I cannot commit to any specific time frame for resolution. We are working hard to get a resolution as quickly as possible. We want to ensure a thorough investigation and again apologize for being so long. I don't have a date on a resolution. Yes. (b) (6), (b) (7)(C) will be paid one hour for this meeting (lasted 45 min. max). What about mileage? No. mileage will be paid..

REPORTED OR RECORDED BY:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 08

REFERRED TO:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C) 08

From: [Incardone, Justin B](#)
To: [O'Neill, Kathleen](#)
Subject: RE: (b) (6), (b) (7) v. PSE&G
Date: Friday, January 23, 2015 8:37:01 AM

Thank you.

Justin B. Incardone
Associate General Labor & Employment Counsel
(973) 430-6163

From: O'Neill, Kathleen [mailto:Kathleen.oneill@nlrb.gov]
Sent: Friday, January 23, 2015 6:57 AM
To: Incardone, Justin B
Subject: RE: (b) (6), (b) (7) v. PSE&G

Email sent from outside of PSEG. Use caution before using links/attachments.

Received. I had no problem opening the attachments.

From: Incardone, Justin B [mailto:Justin.Incardone@pseg.com]
Sent: Thursday, January 22, 2015 6:07 PM
To: O'Neill, Kathleen
Subject: FW: (b) (6), (b) (7)(C) v. PSE&G

Kathy, if you could kindly confirm receipt of this email below and the attachments, that would be great. The size of the pdf files worry me that it got caught in email limbo.

Thanks,

Justin B. Incardone
Associate General Labor & Employment Counsel
(973) 430-6163

From: Incardone, Justin B
Sent: Wednesday, January 21, 2015 6:29 PM
To: Kathleen O'Neill
Subject: (b) (6), (b) (7)(C) v. PSE&G

Kathy, I hope you're well. Attached is the back-up documentation for the three comparators I referenced by email last week. I have not provided every document which relates to these employees' respective discharges - that would be incredibly burdensome - but just those that give you a feel for the issues at play in these cases. There is no suspension letter because, again, suspensions are not a punitive measure at PSE&G. However, the packets reference the employees' respective suspensions (e.g., attendance calendar for (b) (6), (b) (7)(C) ("K" is code for suspension), suspension grievance, supervisor notes of a suspension meeting, etc.).

Also, like (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were offered agreements which provided them a payment in exchange for, among other things, a no-re-employment clause (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) accepted. Let me know if you require anything else.

Regards,

Justin B. Incardone
Associate General Labor & Employment Counsel
(973) 430-6163

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From: [Incardone, Justin B](#)
To: [O'Neill, Kathleen](#)
Subject: Re: PSE&G 4-CA-138870
Date: Sunday, January 25, 2015 6:40:03 PM

I'll check.

Sent from my iPhone

On Jan 25, 2015, at 6:31 PM, O'Neill, Kathleen <Kathleen.oneill@nlrb.gov> wrote:

Email sent from outside of PSEG. Use caution before using links/attachments.

One more question—do I have the final discharge letter? When you initially submitted documentary evidence, the discharge was not final.

From: Incardone, Justin B [<mailto:Justin.Incardone@PSEG.COM>]
Sent: Sunday, January 25, 2015 6:28 PM
To: O'Neill, Kathleen
Subject: Re: PSE&G 4-CA-138870

I'll find out. Thanks

Sent from my iPhone

On Jan 25, 2015, at 5:27 PM, O'Neill, Kathleen <Kathleen.oneill@nlrb.gov> wrote:

Email sent from outside of PSEG. Use caution before using links/attachments.

Did the Employer respond to the Union's second step grievance on (b) (6), (b) (7)(C) discharge. I believe the answer was due on January 18.

Kathleen O'Neill
National Labor Relations Board
615 Chestnut Street
7th Floor
Philadelphia, PA 19106

215-597-7645 (ph)
215-597-7658 (fax)

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From: [Incardone, Justin B](#)
To: [O'Neill, Kathleen](#)
Subject: (b) (6), (b) (7) v. PSE&G
Date: Sunday, January (b) (6), (b) (7)(C) 31 PM
Attachments: [2nd Step Answer \(b\) \(6\), \(b\) \(7\)\(C\).doc](#)
[2nd Step Answer \(b\) \(6\), \(b\) \(7\)\(C\).doc](#)
[\(b\) \(6\), \(b\) \(7\)\(C\) discharge le](#)
[2nd Step Answer AU-19-14-DO.doc](#)
[disclaimer.html](#)

Kathy, per your request, here are our recent 2nd step answers for three grievances the Union submitted on (b) (6), (b) (7)(C) behalf (alleged harassment, suspension, discharge), and the discharge letter (b) (6), (b) (7)(C) signed. Good luck with the snow.

Regards,

Justin B. Incardone
Associate General Labor & Employment Counsel
(973) 430-6163

Public Service Electric & Gas Company
240 Kuller Road, Clifton NJ 07015



(b) (6), (b) (7)(C) 2015

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C), UA Local 855
Audubon District

(b) (6), (b) (7)(C):

GRIEVANCE: Harassment of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Below is the company's response for the above mentioned grievance discussed during the meeting held on (b) (6), (b) (7)(C), 2015.

Submission of the Union

The Union contends that the Company violated the CBA by harassing (b) (6), (b) (7)(C)

Company Reply

As discussed at the meeting, (b) (6), (b) (7)(C) was given a direct order by Supervision as to (b) (6), (b) (7)(C) job assignment under the CBA. There has been no harassment.

Since there has been no violation of the agreement, I trust this will resolve the grievance.

Sincerely,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) - Process, Operations and Resource
Gas Distribution Field Construction

CC: (b) (6), (b) (7)(C) - Gas Distribution Field Construction
(b) (6), (b) (7)(C)
File

Public Service Electric & Gas Company
240 Kuller Road, Clifton NJ 07015



(b) (6), (b) (7)(C) 2015

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) UA Local 855
Audubon District

(b) (6), (b) (7)(C):

GRIEVANCE: **Discharge of** (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Below is the company's response for the above mentioned grievance discussed during the meeting held on (b) (6), (b) (7)(C) 2015.

Submission of the Union

The Union contends that the Company violated the CBA by discharging (b) (6), (b) (7)(C)

Company Reply

Management has reviewed the matter and determined the employee was discharged from the Company for just cause.

Since there has been no violation of the agreement, I trust this will resolve the grievance.

Sincerely,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) - Process, Operations and Resource
Gas Distribution Field Construction

CC: (b) (6), (b) (7)(C) - Gas Distribution Field Construction
(b) (6), (b) (7)(C)
File

Public Service Electric & Gas Company
240 Kuller Road, Clifton NJ 07015



(b) (6), (b) (7)(C) 2015

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) UA Local 855
Audubon District

(b) (6), (b) (7)(C):

GRIEVANCE: **Unfair suspension of** (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Below is the company's response for the above mentioned grievance discussed during the meeting held on (b) (6), (b) (7)(C), 2015.

Submission of the Union

The Union contends that the Company violated the CBA by suspending (b) (6), (b) (7)(C)

Company Reply

As discussed at the meeting, this case was reviewed and it has been determined that the suspension without pay is appropriate.

Since there has been no violation of the agreement, I trust this will resolve the grievance.

Sincerely,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) - Process, Operations and Resource
Gas Distribution Field Construction

CC: (b) (6), (b) (7)(C) - Gas Distribution Field Construction
(b) (6), (b) (7)(C)
File

Public Service Electric & Gas Company
535 West Nicholson Rd., Audubon NJ 08106



(b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C)

On (b) (6), (b) (7)(C) 2013, you were issued an Oral Reminder for failing to follow instructions. On (b) (6), (b) (7)(C) 2014, you were issued a First Level Written Reminder because you did not properly install an Adams clamp on a gas main. On (b) (6), (b) (7)(C) 2014, you were issued a Second Level Written Reminder, again for failing to follow instructions. Each time, you were advised that if any problems arose in your conduct, work performance or availability during the active period of the corrective action, you would be subject to further discipline, up to and including discharge.

Despite these repeated warnings, on (b) (6), (b) (7)(C) 2014, you punched a co-worker and aggressively pulled (b) (6), (b) (7)(C) off a company vehicle for no legitimate reason. To make matters worse, you were not candid in the related investigation. This incident is the latest in a series of incidents which demonstrate that you either refuse or are unable to conduct yourself properly when in the presence of your co-workers.

The Company is committed to maintaining a workplace free of physical altercations, threats, and intimidation. Your actions on (b) (6), (b) (7)(C) seriously impeded the Company's ability to maintain such a workplace. Your employment is terminated effective immediately as a result of your aforementioned actions, your active positive discipline record, and the Company's conclusion that your continued employment would pose a safety risk for its employees and otherwise impact its ability to run an efficient operation.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Reviewed By (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) 2014 4:28pm

Witness:

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) 2014 4:28pm

Justin B. Incardone
Associate General Labor & Employment Counsel
PSEG Services Corporation

80 Park Plaza T5E, Newark, New Jersey 07102-4194
tel: 973-430-6163 fax: 973-645-1307
email: justin.incardone@pseg.com



January 2, 2015

Via UPS (Monday Delivery)

Ms. Kathleen O'Neill, Field Examiner
Region 4, National Labor Relations Board
615 Chestnut Street, Suite 710
Philadelphia, PA 19106-4413

Re: (b) (6), (b) (7)(C), PSE&G
NLRB Case Number: 04-CA-138870

Dear Ms. O'Neill:

Please accept this letter in response to your request for documents. These responses reflect Public Service Electric and Gas Company's ("PSE&G" or the "Company") best efforts to identify the documents you requested. PSE&G withheld from production any documents that are subject to the attorney-client privilege and/or attorney work product doctrine. The Company reserves the right to amend and supplement these responses at a later date if more documentation becomes available.

The following is a table summarizing the documents enclosed with these responses:

Exhibit	Documents Contained Therein
A	(1) Positive Discipline Program, (2) portions of the Standards of Integrity, (3) portions of the Gas Distribution Standards, (4) portions of the Safety Standards and Procedures, (5) Tech Support Bulletins from January 30, 2014 and May 23, 2014
B	Charging Party's Positive Discipline History
C	Documents related to the (b) (6), (b) (7)(C) 2014 coaching and counseling
D	Documents related to the (b) (6), (b) (7)(C) 2014 coaching and counseling
E	Documents related to the (b) (6), (b) (7)(C), 2014 administrative suspension
F	Electronic communications related to the (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) coachings and counselings, as well as the (b) (6), (b) (7)(C), 2014 administrative suspension
G	Grievances Local 855 submitted on Charging Party's behalf since (b) (6), (b) (7)(C) 2013, and the Company's responses to those grievances

DOCUMENT REQUESTS

1. Copies of the discipline issued to (b) (6), (b) (7)(C) for: (a) the (b) (6), (b) (7)(C) 2014 "written reprimand for not following instructions," (b) the (b) (6), (b) (7)(C) 2014 "written reprimand for not following directions," and (c) the (b) (6), (b) (7)(C) 2014 suspension allegedly for hitting a co-worker [*hereinafter referred to as the "three alleged disciplines"*]."

Response: There are no responsive documents because Charging Party did not receive a "written reprimand" on either (b) (6), (b) (7)(C) 2014 or (b) (6), (b) (7)(C) 2014. (b) (6), (b) (7)(C) received a "coaching and counseling" from management on both dates for failing to follow instructions on separate occasions. Coaching and counseling is not discipline or, in PSE&G parlance, "formal corrective action." Employees do not receive from management a document memorializing the coaching and counseling, as they would if the Company had disciplined them.

For documents demonstrating that Charging Party received a coaching and counseling on (b) (6), (b) (7)(C), 2014 and/or that coaching and counseling is not discipline, *see*:

- page 2 of the Positive Discipline Program for Local 855-represented associates, which describes "coaching and counseling" (Exhibit A);
- page 2 of Charging Party's Positive Discipline History, which confirms that management's (b) (6), (b) (7)(C) conversations with Charging Party were coachings and counselings, not discipline (Exhibit B);
- (b) (6), (b) (7)(C)'s (b) (6), (b) (7)(C) 2014 meeting record, which refers to the meeting of that date as a "coaching and counseling" for "conduct" (Exhibit C);
- (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) 2014 e-mail exchange wherein both employees reference a coaching and counseling to Charging Party for not possessing the appropriate personal protective equipment (Exhibit F); and
- page 3 of (b) (6), (b) (7)(C), 2014 meeting record, wherein it states that (b) (6), (b) (7)(C) advised Charging Party that (b) (6), (b) (7)(C) was "putting a coaching and counseling in your file for not following (b) (6), (b) (7)(C) instruction on (b) (6), (b) (7)(C) (Exhibit D).

As for Charging Party's (b) (6), (b) (7)(C), 2014 suspension,¹ the Company does not suspend Local 855-represented employees as a punitive or disciplinary measure. The Company may administratively suspend an employee when -- as was the case here -- there is a need to remove an associate from the workplace while an investigation is pending. Relevant examples of situations which may call for an administrative suspension include reported fighting or aberrant behavior. Employees do not receive from management a document memorializing an

¹ The suspension occurred on this date, not October 7, 2014.

administrative suspension, as they would if the Company had disciplined them.² See page 6 of the Positive Discipline Program for a description of “administrative suspensions.”

2. *Witness statements for each of the “three alleged disciplines.”*

Response: In accordance with Company practice, no witness statements exist for any of the three alleged disciplines. For similar documents, *see*:

- for the (b) (6), (b) (7)(C) 2014 coaching and counseling: (b) (6), (b) (7)(C), 2014 meeting records (Exhibit C);
- for the (b) (6), (b) (7)(C) 2014 coaching and counseling: (b) (6), (b) (7)(C), 2014 meeting record and (b) (6), (b) (7)(C), 2014 meeting record (Exhibit D);
- for the (b) (6), (b) (7)(C), 2014 administrative suspension: the meeting records for the Company’s (b) (6), (b) (7)(C), 2014 investigatory interviews with Charging Party, (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C), as well as the notes from the (b) (6), (b) (7)(C) 2014 meeting whereat management advised Charging Party of (b) (6), (b) (7)(C) administrative suspension (Exhibit E).

3. *All supervisors’ and managers’ communications concerning the incidents listed above, including electronic communications.*

Response: See the documents attached hereto as Exhibit F.³

4. *Disparate treatment evidence. Please submit the entire disciplinary file for each comparator.*

Response: This request does not identify the alleged comparators to whom it refers, thereby preventing a response. The Company would be willing to discuss this request further with the Board to come to a mutual understanding as to its scope.

5. *Disciplinary policy and work rules.*

Response: See the following documents contained within Exhibit A:

- the Company’s Positive Discipline Program for Local 855-represented associates;

² As you are aware, the investigation which prompted Charging Party’s (b) (6), (b) (7)(C) 2014 administrative suspension culminated in (b) (6), (b) (7)(C) termination of employment.

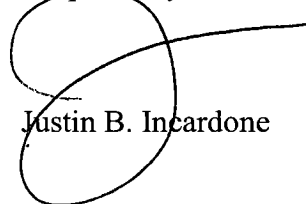
³ Included twice with these documents is a timeline entitled: (b) (6), (b) (7)(C) Timeline Since 2nd Level [Written Reminder].” PSE&G redacted from this timeline events unrelated to the three alleged disciplines.

- page 7 (relating to the use of personal protective equipment) and pages 9-10 (relating to physical aggression, and intimidating or violent behavior) of the Company's Standards of Integrity;
 - the relevant sections of the Company's Gas Distribution Standards Manual which refer to flame-retardant clothing;
 - the relevant sections of the Company's Safety Standards and Procedures Manual which refer to flame-retardant clothing; and
 - the Tech Support News bulletins dated January 30, 2014 and May 23, 2014, which refer respectively to personal protective equipment for field operations and best practices for leak investigations. Management distributed these bulletins to employees and covered them in separate "all hands" meetings.
6. *Any grievances the UA Local 855 submitted on Charging Party's behalf from January 1, 2013 to the present.*⁴

Response: See the documents attached hereto as Exhibit G.

Please do not hesitate to contact me if you require any additional information or documents prior to our January 13, 2015 meeting at your office. We look forward to that meeting.

Respectfully,



Justin B. Incardone

Encls.

⁴ You requested in a December 8, 2014 e-mail that PSE&G provide these documents.

POSITIVE DISCIPLINE
PROGRAM

LOCAL 855

POLICIES AND PROCEDURES OUTLINE

I. Introduction

II. Positive Discipline Elements

- A. Recognition
- B. Coaching/Counseling
- C. Formal Corrective Action
 - 1. Oral Reminder
 - 2. First Level Written Reminder
 - 3. Second Level Written Reminder
 - 4. Final Written Warning
 - 5. Employee Commitment To Improve
 - 6. Administrative Guide and Formal Corrective Action Process
- D. Employee Review of Recognition/Development Log

III. Administrative Suspensions

IV. Discharge

V. Deactivation of Formal Corrective Action Records

VI. Administrative Guidelines

- A. General
- B. Transition to Positive Discipline Program
- C. Attachments
 - 1. Positive Discipline Administrative Guide
 - 2. Formal Corrective Action Process
 - 3. Examples of Infractions in Three Categories of Total Job Performance
 - 4. Recognition/Development Log
 - 5. Discussion Guide
 - 6. Sample Letters for Formal Corrective Action

POSITIVE DISCIPLINE

I. INTRODUCTION

Positive Discipline provides an excellent opportunity for employees, supervisors and the Company. Focusing on recognition of good performance and correcting problems at their earliest stage will certainly encourage improved overall performance. It will stimulate individual initiative and accountability, allow employees to become more productive and, finally, help ensure the mutual success of all employees and the Company.

Positive Discipline is a total performance management system which relies on employee responsibility and decision making to build personal commitment and self-discipline. This is essential for both individual and Company success.

Positive Discipline requires clear communication of work performance, conduct and availability expectations, and acceptance by employees of their personal responsibility for maintaining the self-discipline needed to meet those expectations. Equally important is the emphasis on positive reinforcement through supervisory encouragement, recognition of good performance and, when necessary, communicating in a personal, adult, and non-threatening way the requirement for increased employee commitment to improvement. Successful implementation and continuing support of the Positive Discipline System is a critical factor in the success of every supervisor.

If an employee has a work performance, conduct or availability problem that cannot be corrected through normal on-the-job coaching and counseling, formal corrective action may become necessary. However, the action taken is designed to emphasize and build commitment to expected performance in a manner that is fair and equitable. Each step is a reminder of expected performance, stressing self-discipline, decision making and individual responsibility, rather than punishment. Coaching and counseling should continue, as appropriate, even after formal corrective action has occurred in the effort to maintain an expectation of success throughout the process.

Positive Discipline applies to all permanent employees who have completed their probationary period. Those not covered will continue to be monitored utilizing counseling and performance reviews. The Personal Guidance Program will continue its important role and its use should be encouraged when appropriate.

The Company's drug policies, and other specifically legislated and/or negotiated agreements, shall not be considered part of Positive Discipline and will continue as at present.

It should be emphasized that existing practices, negotiated agreements, and legal obligations concerning Union involvement in disciplinary matters are unaffected by the implementation of this policy. Any questions should be referred to the appropriate Industrial Relations representatives.

II. POSITIVE DISCIPLINE ELEMENTS

A. Recognition

It is essential that supervisors help employees be as successful as possible. What the supervisor expects of an employee, and the way the employee is treated, significantly influences that employee's performance.

Positive Discipline provides supervisors with an opportunity to further develop a work environment based on a mutual respect and trust that is beneficial to the supervisor, the employee and the Company. Positive Discipline is intended to encourage and recognize success, and when necessary, to resolve performance problems.

B. Coaching/Counseling

The objective of Coaching/Counseling is to help an employee enhance performance or recognize that a potential problem exists, and to develop and commit to effective resolutions. Improved performance can be achieved through positive measures such as encouragement, guidance, teaching and recognition. Since it is the supervisor's influence that most often brings about the employee's decision to change behavior, it is critical that the supervisor be prepared to discuss specific examples of the employee's substandard performance and their negative effect on the organization. Normally, performance problems can be resolved through effective Coaching/Counseling before need for formal corrective action arises.

C. Formal Corrective Action

When an employee fails to respond to Coaching/Counseling, and fails to correct a problem after being given reasonable opportunity to do so, or when a single serious incident occurs, it is necessary for the supervisor to utilize one of the four steps of formal corrective action described below, as determined by the seriousness of the performance problem.

Union representation is required for bargaining unit employees for all steps of formal corrective action.

1. Oral Reminder

The immediate supervisor conducts a meeting to discuss the work performance, conduct or availability problem with the employee, noting that this is the first step of formal corrective action and reminding the employee of the importance of reaching and maintaining an acceptable level of performance, and of any prior commitment made to do so.

The meeting closes with the supervisor encouraging the employee to commit to improved performance and expressing confidence in the employee's desire to correct the problem.

The meeting is documented, in detail, on a Meeting/Personnel Record form and is also entered on the Recognition/Development Log (Attachment 4). The Discussion Guide (Attachment 5) is recommended for use by the supervisor to plan and follow-up on the key points to be covered in the meeting.

The Oral Reminder is active for 12 months, unless extended by a subsequent formal corrective action.

2. First Level Written Reminder

This is the second step of formal corrective action and is normally administered for one of the following reasons:

a) When an employee has failed to improve during the active period of an Oral Reminder given in the same performance category.

b) When there has been no Oral Reminder given previously, and the current infraction is serious enough to warrant a higher level of corrective action.

A meeting is followed by a letter to the employee summarizing the conversation, including identification of the problem, what the supervisor's expectations are, and the commitment, if any, by the employee to improve. (See Sample Letter, Attachment 6A).

The meeting is documented in detail on a Meeting/Personnel Record form and is also entered on the Recognition/Development Log (Attachment 4). The Discussion Guide (Attachment 5) is recommended for use by the supervisor to plan and follow-up on the key

points to be covered in the meeting.

The First Level Written Reminder is active for 15 months, unless extended by a subsequent formal corrective action.

3. Second Level Written Reminder

This is the third step of formal corrective action and is normally administered for one of the following reasons:

- (a) When a problem occurs during the period a First Level Written Reminder remains active.
- (b) When a problem occurs in any performance category and there are two active First Level Written Reminders.
- (c) When the current infraction is serious enough to warrant a higher level of corrective action.

A meeting is followed by a letter to the employee summarizing the conversation, including identification of the problem, what the supervisor's expectations are, and the commitment, if any, by the employee to improve. The increasing seriousness of the employee's problem and the need for correction must be emphasized. (See Sample Letter, Attachment 6B)

The meeting is documented in detail on a Meeting/Personnel Record form and is also entered on the Recognition/Development Log (Attachment 4). The Discussion Guide (Attachment 5) is recommended for use by the supervisor to plan and follow-up on the key points to be covered in the meeting.

The Second Level Written Reminder is active for 18 months, unless extended by a subsequent formal corrective action.

4. Final Written Warning (FWW)

This is the fourth and final step of formal corrective action and is normally administered when an employee has failed to meet expectations in any of the three performance categories while a Second Level Written Reminder remains active, or when the current infraction is serious enough to warrant it. The extreme seriousness of the employee's problem will be made clear, and he/she will be given a final opportunity to make a total performance commitment to meet all expectations and perform in a fully

satisfactory manner. The employee is then expected to decide whether he/she wants to commit to continued employment under the outlined expectations.

On the workday following the FWW, the employee's decision is reported to his/her supervisor/manager. It is a very important decision for the employee since, in all probability, discharge will follow any failure to fully meet all rules and standards, in all performance categories, during the next 24 months, the active period of the FWW.

This meeting is followed by a letter to the employee summarizing the conversation, including identification of the problem, what the supervisor's expectations are, and the commitment, if any, by the employee to improve. The extreme seriousness of the employee's situation and the significance of this final opportunity to continue employment must be emphasized. (See Sample Letter, Attachment 6C).

The meeting is documented, in detail, on a Meeting/Personnel Record form and is also entered on the Recognition/Development Log (Attachment 4). The Discussion Guide (Attachment 5) is recommended for use by the supervisor to plan and follow-up on the key points to be covered in the meeting.

NOTE: Notwithstanding the forgoing, if a performance problem which would normally result in formal corrective action occurs during the active period of a FWW, the Company will consider mitigating factors such as length of service, employment record, nature and seriousness of the violation, etc., before making a decision to discharge. If a decision is made not to discharge the employee, a summary of the reasons therefore should be documented and discussed in a meeting with the employee and, in the case of a represented employee, the Union. This documentation will be part of the employees record until deactivation of the FWW.

5. Employee Commitment to Improve

Whenever formal corrective action is taken as a result of a performance problem, the Company reminds employees of their personal responsibility for their own performance and of the Company's expectation for improvement. Ordinarily, if employees acknowledge the problem, they will make a commitment to future good performance and correct it. However, it is not mandatory that employees make such a commitment. Whether the commitment is made or not, employees thereby are made fully aware of the required future compliance and that if performance problems continue, then appropriate formal corrective actions will follow.

6. Positive Discipline Administrative Guidelines
(Attachment 1) and "Formal Corrective Action
Process " (Attachment 2)

Attachment 1, "Positive Discipline Administrative Guide" outlines the approval, documentation, and active period requirements associated with each of the formal corrective action steps.

Attachment 2, "Formal Corrective Action Process ", indicates the corrective action steps which may be taken, the normally progressive nature of these steps, the active period of each step, and explanatory notes.

D. Employee Review of Recognition/Development Log

Upon advance notice given to the supervisor, a mutually agreeable time to be determined, employees will be allowed to review their Recognition/Development Logs outside working hours.

III. ADMINISTRATIVE SUSPENSION

An administrative suspension is used to remove an employee from Company property under unusual circumstances while an investigation is underway. Examples requiring such action might include apparent cases of theft, fighting, aberrant behavior and insubordination. If the matter is resolved in the employee's favor, he/she will be paid for the time suspended. If the incident is determined to warrant formal corrective action, the employee will be paid for the investigatory time needed, except for the date of suspension. If the incident is such that the employee is discharged, the suspension will be without pay.

IV. DISCHARGE

Discharge normally occurs when the employee has failed to bring about a necessary change in total job performance, including work performance, conduct and/or availability, by allowing another problem to occur within the 24 month active period of the FWW.

Discharge may also occur when a single offense of such major consequence is committed that the employee forfeits consideration for the Positive Discipline process. Examples would include theft, energy diversion, and other attempts to defraud the Company.

V. DEACTIVATION OF FORMAL CORRECTIVE ACTION RECORDS

A very important element of Positive Discipline is the

deactivation process. If an employee has maintained a fully satisfactory record of work performance, conduct and availability during the active period of one or more formal corrective action(s), it is extremely important that the supervisor acknowledge the improvement achieved. The process of deactivation is summarized as follows.

A. General

The Positive Discipline System and philosophy, even at the formal corrective action stages, remains developmental and future focused. The goal is development of good performance in the future and not punishment for poor performance in the past. It acknowledges and emphasizes the individual employee's responsibility to choose his/her own course. At the same time, the Company has an employer's right to expect a total performance commitment from employees and to expect that performance infractions serious enough to warrant formal corrective action will not be repeated.

Given consistent satisfactory work performance, conduct and availability, following formal corrective action, employees have the reasonable expectation that, at some point, such formal corrective actions will be disregarded in any review of their overall record. Accordingly, a deactivation schedule is an important part of Positive Discipline.

It should be noted that while the general rule is that all formal corrective actions remain active during the period that any one remains active, each step is normally deactivated as indicated below.

1. Oral Reminders

At the end of the 12 month active time period, the immediate supervisor meets with the employee, confirms the deactivation of the oral reminder and commends the employee for improved performance. The supervisor then notes the deactivated status on the Recognition/Development Log.

2. 1st and 2nd Level Written Reminders and Final Written Warnings

At the end of the 15 month active time period for the First Level Written Reminder, the 18 month period for the Second Level Written Reminder, and the 24 month period for the FWW, the supervisor initiates a memo confirming deactivation of the Written Reminder or FWW, and commends the employee for improved performance. The supervisor then notes the

deactivated status on the Recognition/ Development Log.

Each location must establish a means of tracking deactivation dates to provide for their timely review and recognition. Deactivation limits are summarized on the Formal Corrective Process. (Attachment 2)

VI. ADMINISTRATIVE GUIDELINES

A. General

When employees transfer from a department where Positive Discipline has not yet been implemented to a department where Positive Discipline has been implemented, the corrective discipline record will be converted to the appropriate step of Positive Discipline in accordance with the Transition Program described below.

Other transfers will be discussed on an individual basis with the appropriate Human Resources representatives.

B. Transition Program

Employees with existing disciplinary records will be transitioned to the Positive Discipline as follows:

<u>Existing Most Severe Action on Record</u>	<u>Positive Discipline Corrective Action Step</u>
10 Day Penalty (or Letter in Lieu of)	2nd Level Written Reminder
1-9 Day Penalty (or Letter in Lieu of)	1st Level Written Reminder
Written Reprimand	Oral Reminder
Oral Reprimand	None*

* Treated as an occasion of Coaching/Counseling.

The formal corrective action step established for transition will be recorded on the Recognition / Development Log and remain in effect for the full active period as shown on the Administrative Guide or for the

time needed to establish a "Two Year Clean Record" as provided for under current policies, whichever is less.

Any questions relating to transition should be referred to appropriate Human Resources Department representatives.

<u>ACTION</u>	<u>ACTIVE PERIOD</u>	<u>MINIMUM CONDUCTING RESPONSIBILITY</u>	<u>MINIMUM PRIOR APPROVAL REQUIRED</u>	<u>DOCUMENTATION**</u>
Recognition	N/A	Immediate Supv.	None	o Recogn./Dev. Log o Dept. File
Coaching/Counseling	N/A	Immediate Supv.	None	o Personnel/Mtg. Record o Recogn./Dev. Log o Dept. File

FORMAL CORRECTIVE ACTION *

Oral Reminder	12 Mos.	Immediate Supv.	Next Higher Level(s)	o Personnel/Mtg. Record o Recogn./Dev. Log o Personnel File
1st Level Written Reminder	15 Mos.	Immediate Supv. and Next Higher Supv.	Next Higher Level(s)	o Personnel/Mtg. Record o Recogn./Dev. Log o Personnel File o Copy to Union
2nd Level Written Reminder	18 Mos.	Immediate Supv. and Dept./Location Mgr.	Next Higher Level(s)	o Personnel/Mtg. Record o Recogn./Dev. Log o Personnel File o Copy to Union
Final Written Warning	24 Mos.	Immediate Supv. and Dept./Location Mgr.	o Next Higher Level o (Optional -IR/ER Consultant)	o Personnel/Mtg. Record o Recogn./Dev. Log o Personnel File o Copy to Union o Copy to IR/ER

Discharge	N/A	Immediate Supv. and Dept./Location Mgr.	o Next Higher Level o General Manager o IR/ER	o Personnel/Mtg. Record o Recogn./Dev. Log o Personnel File o Copy to Union o Copy to IR/ER
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Notes:

* Union representation is required for bargaining unit employees for all formal corrective action.

** Use of the Discussion Guide is optional and may be a helpful tool to plan and check meeting progress.

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Revision Eff. 7/01/97

FORMAL CORRECTIVE ACTION MATRIX

<u>STEP</u>	<u>PERFORMANCE CATEGORY</u>			<u>ACTIVE PERIOD</u>
	<u>ATTENDANCE/ AVAILABILITY</u>	<u>CONDUCT</u>	<u>WORK PERF.</u>	
Oral Reminder	_____	_____	_____	12 Mos.
1st Level Written Reminder	_____	_____	_____	15 Mos.
2nd Level Written Reminder	_____	_____	_____	18 Mos.
Final Written Warning	_____	_____	_____	24 Mos.

NOTES:

1. A maximum of three Oral Reminders can be in effect for different categories.
2. A maximum of two 1st Level Written Reminders can be in effect for different categories.
3. Only one 2nd Level Written Reminder or FWW can occur.
4. When a level of formal corrective action is filled (ie. two 1st Level Written Reminders) a lower level of formal corrective action cannot be taken.
5. Coaching/Counseling may be used at any time deemed appropriate during the process.
6. All formal corrective actions remain active while any one remains active.

EXAMPLES OF INFRACTIONS IN THREE PERFORMANCE CATEGORIES

The following list, which is not all inclusive, gives examples of infractions that fall within the three performance categories:

Availability (Excessive occasions and/or days or totals of the various categories)

- o Absence due to illness
- o Personal Business absences
- o Tardiness
- o Restricted Duty

Conduct (Violation of policies, rules, procedures, standards)

- o Various Dept. rules or standards
- o Insubordination
- o Abusive behavior
- o Refusal to work overtime
- o Fighting or provoking a fight
- o Falsification of Company records/documents
- o Failure to adhere to safe work practices and safety rules
- o Failure to report absence
- o Possession of and/or consumption of alcohol on Company time or property

Work Performance

- o Quality of work
- o Quantity of Work
- o Negligence/carelessness
- o Customer/public relations

Attachment 4

ne: _____

[illegible]

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DISCUSSION GUIDE

NOTE:

This guide will assist supervisors when preparing for Coaching/Counseling, oral reminders, written reminders and final written warning discussions with employees.

PRE-MEETING PREPARATION

- o Brief description of problem_____
- o Current Active Formal Corrective Actions
- Oral _____ 1st Level Written _____ 2nd Level Written _____
Reminder _____ Reminder _____ Reminder _____ FWW _____
Date _____
Reason _____
- o Purpose of Discussion_____
- o Desired Performance_____
- o Impact/Business Reason Why Employee Must Solve Problem_____

FACTORS TO EVALUATE IN RESOLVING THIS PROBLEM

1. Do I need to review the problem with my supervisor?
2. What is the employee's overall work record?
3. Dates of relevant Coaching/Counseling?

FORMAL CORRECTIVE ACTION
SAMPLE LETTERS

The sample letters that follow are for guidance purposes only. Actual letters to employees should be drafted to fit the specific circumstances of the case at hand.

The following are the key elements to include in letters confirming first and second level written reminders and final written warnings:

- A statement of the problem that necessitates this level of formal action.
- Confirmation of the employee's prior record of formal action and counseling.
- A reminder of the employee's prior commitment to resolve performance problem(s).
- A statement that the employee was previously advised that more serious action would be taken if performance problems were not resolved.
- A statement (if any) regarding the employees current commitment to satisfactorily resolve his/her performance problem(s).
- A statement regarding formal action to be taken in the future if performance problem(s) are not satisfactorily resolved.

To the greatest extent possible, the overall tone of the letters should be positive and express the belief in the employee's ability and commitment to resolve his/her performance problems.

The letter should be given to the employee, with a copy to the Union representative where applicable, within two workdays following the meeting.

Attachment 6A

NOTE: A letter in this general form is to be used if a commitment to improve is made by the employee. If the employee does not make a commitment, this sample must be amended to reflect the actual position taken by the employee.

SAMPLE LETTER

January 5, 1988

TO:

FROM:

SUBJECT: FIRST LEVEL WRITTEN REMINDER

This letter confirms our meeting on January 5, 1988 at which time you received a First Level Written Reminder due to your unsatisfactory availability record. The details of your record were discussed at our meeting.

On March 10, and May 28, 1987, you were counseled regarding your unsatisfactory availability record. At those meetings you said that the problem had been corrected and you would report regularly for work.

On August 15, 1987, you received an Oral Reminder for your unsatisfactory availability record. You again agreed that you would make every effort to resolve this problem.

Since August 15, your availability record has remained poor, as follows:..... I explained the reasons why reporting for work on a regular basis, and on time, was necessary in your job and advised you that if your record remained unsatisfactory you would be subject to further corrective action. At that time you made a commitment to resolve your availability problems.

I am confident that with your understanding of the problems caused by your poor availability record, and your renewed commitment to achieve a satisfactory record, that further corrective action will be unnecessary.

Attachment 6B

NOTE: A letter in this general form is to be used if a commitment to improve is made by the employee. If the employee does not make a commitment, this sample must be amended to reflect the actual position taken by the employee.

SAMPLE LETTER

December 7, 1989

TO:

FROM:

SUBJECT: SECOND LEVEL WRITTEN REMINDER

This letter confirms our meeting on December 5, 1989 at which time you received a Second Level Written Reminder for falsification of Company records and misuse of Company time. The details of this incident were discussed at our meeting.

On January 5, 1988, you were issued a First Level Written Reminder for your unsatisfactory availability record. In that disciplinary conversation, you made a commitment to follow all Company rules and regulations.

In our discussion on December 5, I explained the reasons why the proper use of Company time and accurate record keeping are critical in your job and advised you that any future violation of Company policy would subject you to further corrective action, which may include discharge. You agreed to follow all Company rules and regulations in the future and maintain your total performance at an acceptable level.

I am confident that you will be able to achieve the acceptable overall performance you have committed to and that further corrective action will be unnecessary.

NOTE: A letter in this general form is to be used if a commitment to improve is made by the employee. If the employee does not make a commitment, this sample must be amended to reflect the actual position taken by the employee.

SAMPLE LETTER

June 28, 1990

TO:

FROM:

SUBJECT: FINAL WRITTEN WARNING

This letter confirms our meeting on June 25 at which time discussed your total performance with the Company over the past thirty months.

On January 5, 1988, you received a First Level Written Reminder for an availability problem. On December 7, 1989, you received a Second Level Written Reminder for falsifying work records and misusing Company time. In each of these earlier disciplinary conversations, you promised you would correct the problem and maintain your performance at an acceptable level.

Unfortunately, during the last five months you have been either absent or late on 16 days and six different occasions. During our discussion, we reviewed your availability record and how your absence affects your work performance and that of your co-workers.

At the conclusion of our meeting, I advised you of my decision to give you a Final Written Warning, the final step of formal corrective discipline, with the expectation that you would seriously consider whether or not you really want to continue your employment with this Company. I also advised you that you must be certain that you can make a total performance commitment to meet all expectations and perform in a fully satisfactory manner.

When I met with you following your Final Written Warning on June 27, you told me that you wanted to keep your job and would maintain your total job performance at a fully acceptable level in every area. We then talked about an action plan that would help you to implement your good intentions.

I am pleased that you decided to continue your employment here. However, I must advise you that if any problem arises in any of the performance categories - availability, conduct, or work performance - during the 24-month active period of this Final Written Warning, in all probability your employment will be terminated.

working *i*ng with
integrity

... upholds our good name

Integrity includes fulfilling our responsibility to protect each other from physical harm, preventing substance abuse, discrimination and harassment in the workplace. It also requires that we comply with laws concerning gambling.

Health and Safety

PSEG's commitment to integrity means that all of us should leave work in the same healthy, uninjured condition as when we arrived. We strive for this goal through 100 percent compliance with health and safety laws and procedures wherever we work. Our health and safety standards apply to employees, contractors and anyone on any PSEG property or worksite.

Put safety first. You have the absolute right and obligation to question, stop and correct any unsafe act or condition in the workplace. If you see any potentially unsafe situations, immediately stop and correct the situation and ***Speak Up*** by immediately informing your supervisor. If you do not receive an appropriate response, use one or more of the other ***Speak Up*** resources. When you ***Speak Up*** in good faith regarding any health or safety issue you are protected from any form of retaliation. In addition you must:

- Be familiar with and always follow applicable health and safety laws and regulations and company policies, practices, procedures and rules regarding health and safety issues related to our jobs, including those concerning the use of personal protective equipment and clothing
- Exercise common sense and caution to prevent accidents involving yourself and others, including other employees, co-workers, contractors and the public
- Watch out for the safety of coworkers and others in the workplace, alert them if they are doing something unsafe and ***Speak Up*** if the unsafe condition is not promptly corrected
- Report all workplace health and safety incidents as well as any "near misses" immediately to the appropriate manager or supervisor. PSEG investigates all incidents and near misses, and employees are required to assist in those investigations
- Report all incidents resulting in any injury (regardless of whether any employee involved believes medical treatment is necessary)

And remember, unless your job description specifically requires otherwise, you are prohibited from possessing weapons, including any firearms, in the workplace, even if permitted or licensed.

Q: *A contractor working in our facility refuses to wear the hard-hat and eye protection required in our facility. I've spoken with her, but she still refuses to comply. What should I do?*

A: ***Speak Up!** Safety rules apply to everyone on site. No exceptions. Immediately stop the job. Talk to your supervisor or safety professional or use one of the other **Speak Up** resources.*

Substance Abuse

PSEG is committed to maintaining a drug- and alcohol-free working environment. This standard applies to all employees while they are on company property and anywhere while they are working.

Drugs

You must not possess, use or be under the influence of any prescription medication (other than when taken as prescribed by a licensed medical practitioner) or illegal drug. You also are prohibited from reporting to work unfit for duty as a result of off-the-job use of any medication or illegal drug.

If you are using prescription or nonprescription drugs with side effects that could influence your ability to perform your job safely, you must inform your immediate supervisor or the company's medical department of the potential for such side effects. The company's medical department may be contacted at 973-430-5942.

Finally, if you see any other employee, contractor or other person violating this policy, ***Speak Up!***

Alcohol

Except in the limited circumstance described below, you are prohibited from consuming alcoholic beverages on company time in the workplace or during off-site meals or events when you expect to return to work. If you are assigned to on-call or standby duty, you must not consume or be impaired by alcohol for the entire period of the assignment. You are also prohibited from reporting to work unfit for duty as a result of off-the-job consumption of alcohol.

Of course, if you see any violations of this policy, ***Speak Up!***

Consumption of alcohol at a company-sponsored event is permitted when the consumption is authorized by an employee at the level of vice president or above. Any consumption of alcohol at such events must be supervised by the employee sponsoring the event, and

consumption by employees attending the event must be moderate and reasonable. Any alcohol consumption at a company-sponsored event must comply also with applicable federal, state and local laws, including rules established by the United States Nuclear Regulatory Commission and the United States Department of Transportation. Employees may not use a company-assigned vehicle after having consumed alcohol, even where the consumption of alcohol is otherwise authorized.

Employee Assistance Program

Help for drug- and alcohol-abuse problems is available through PSEG's Employee Assistance Program (EAP). You may contact an EAP counselor by calling **1-800-430-0747** or **973-430-6732** 24 hours a day, 365 days a year.

Equal Opportunity and the Workplace

The company is committed to maintaining a workplace:

- Offering equal employment opportunities
- Free from workplace discrimination and harassment
- Where diversity is valued and employees of diverse backgrounds, experiences and viewpoints have the opportunity to succeed and reach their full career potential
- Where employees feel comfortable raising concerns without fear of retaliation
- Free from violent, threatening or intimidating behavior

Equal Opportunity

Our commitment to integrity includes a commitment to equal opportunity in employment. The company prohibits discrimination on the basis of age, race, disability, ethnicity, marital or family status, national origin, religion, gender, sexual orientation, veteran status, genetic information or any other characteristic protected by law. You must not engage in such discrimination in any employment decision, including decisions concerning recruitment, hiring, training, placement, advancement, compensation, benefits or termination or other discipline. The company's Equal Employment Opportunity and Affirmative Action Policy is fully explained in PSEG's Enterprise Practice – Human Resources 710-11, which may be found on PSEG's Intranet site under the link Corporate Resources – Ethics and Compliance Program.

Preventing Harassment

We all have the right to work in a harassment-free environment. Harassment generally involves behavior that demeans, intimidates or offends. To promote a positive workplace, the following activities are prohibited:

- Unwelcome conduct – whether verbal, physical or visual, and whether committed in person or some other way (e.g., via email) – that is based on a person's protected status. Protected status includes, but is not limited to, race, color, religion, gender, age, national origin, disability, sexual orientation, genetic information, and veteran status
- Racial, ethnic, religious or sexual jokes
- Bullying, abusive language, threats, physical aggression, intimidating or violent behavior or disparaging comments
- Sexual advances or requests for sexual favors
- Any other action that unreasonably disrupts or interferes with an employee's work performance

These prohibitions apply to all PSEG employees and contractors and to anyone else who does business for or with PSEG, including customers and business partners. The company's Sexual Harassment and Other Discriminatory Harassment Policy is fully explained in PSEG's Enterprise Practice – Human Resources 750-19, which may be found on PSEG's Intranet site under the link Corporate Resources – Ethics and Compliance Program. If you are experiencing or witness any form of unlawful discrimination or harassment, ***Speak Up!***

Q: *My boss has started to send me sexually explicit emails. These emails include sexual jokes and pictures. Sometimes, other employees have been copied on the emails; other times, the emails are directed just to me. This is making me uncomfortable. What should I do?*

A: ***Speak Up!*** If the concern involves your supervisor and you do not feel comfortable speaking to him or her directly, there are many other ways you can report the behavior. You may contact another management employee with whom you do feel comfortable speaking, employee relations, your local HR representative, or one of the other ***Speak Up*** resources.

Gas Distribution Standards

Manual Owner: (b) (6), (b) (7)(C)

REV 05.04

November 1, 2013

crew leader or site supervisor. Support responsibilities also include the immediate reporting of all changes of work scope, or any other situations that impact the response effort to the crew leader or site supervisor.

12.4.4 Site Supervisor

The responding site supervisor is responsible to verify the facility assessment, and evaluate repair options with the crew leader. Site supervisors shall ensure that tailboard briefings are held with all response personnel to review required actions, and assign duties as needed to complete repair operations. Site supervisors shall update headquarters on status of response, facility repair decisions, and request materials or support as needed.

The site supervisor shall act as Incident Commander to direct activities and ensure all support functions are completed as required and discussed in tailboard briefings. If the scope of work or the response situation changes, the site supervisor shall safely stop all operations and call a tailboard briefing with all response personnel to review and or adjust duties and assignments as needed.

If the site supervisor is acting as part of a multiple-crew, large scale effort, he/she is responsible to direct designated operations and support personnel as assigned by the Incident Commander. Responsibilities include the immediate reporting of all changes of work scope, or any other situations that may impact the response effort, to the Incident Commander. The site supervisor shall also safely stop operations as necessary, to call tailboard briefings for crew changes and situational updates.

12.5 Emergency Excavations

In the case of emergency response and an uncontrolled gas situation, excavation is likely to be required near and in the immediate vicinity of the damaged facility. Caution and appropriate action must be taken to ensure that non-Company and non-essential Company personnel are kept away from the area, and that possible sources of ignition are eliminated from the work site.

- Where it is necessary to operate equipment near a gaseous area, check wind direction to avoid the possibility of gas being blown into the engine.
- Keep fire extinguishers upwind and accessible in the work area, but outside the gaseous area if one exists.
- Continuously monitor the area of the equipment with a gas tester for the presence of gas, and move or shut down the equipment immediately if the percent gas-in-air exceeds 1%.
- All personnel involved in the operation shall wear full protective clothing (Flame Retardant Coveralls, Head Liners, Hood, Gloves and Respiratory Equipment).

12.6 Excavation in Areas of Underground Electric Facilities

Proper personal protective equipment is to be used and worn by personnel whenever excavation is performed in the area of underground electric facilities, or in a joint trench area. Personnel, when working around or near underground electric facilities shall follow the following procedures.

1. Use extreme caution when excavating in or near a joint trench. Do not assume the depth of facilities.
2. If the electric facilities have been exposed in the work area, an approved barrier shall be installed to protect the facilities and to eliminate contact with them. Gas employees shall not make direct body contact with the electric facilities.

6.12.6 Curb Box

A curb box is to be placed over each curb shut-off to permit future operation of the valve.

When a plastic body valve has been installed, it is good operating practice to paint the inside of the valve box and underside of the box cover yellow (markout paint) to alert personnel that they are on a plastic valve and to guard against the possibility of static electricity and or damage to the valve during operation.

7. Service Connections

(0042)

This section has been designed to provide guide material for field personnel responsible for the construction of polyethylene gas service facilities, and the connection of service piping to distribution mains.

The connection of the service fitting to an existing plastic gas main, shall be pressure tested along with the service piping. Service connection to a new or existing gas distribution main, is required to be performed with approved and qualified materials, and in accordance with qualified joining procedures.

Cast iron service connections cannot be pressure tested with the service piping, because they are connected to a live main through a tap hole. In these applications, the service piping must be pressure tested separately, and the final connection checked at line pressure with leak detection fluid.

Connection techniques shall be appropriate to handle the total connected load of the customer facility, and take into account the handling of live gas. Services shall be connected only to the top or side of distribution mains.

7.1 Excess Flow Valves

Excess Flow Valves (**EFV**'s) are flow-limiting devices designed to reduce the amount of escaping gas in the event of a service damage. EFV's shall be installed on new and replacement single residential services in the 15, 60 and 120 psig design systems. (192.383(b), (f) (1))

The excess flow valve shall be installed at the outlet connection of the service tee. The service records shall include a notation indicating the presence of an excess flow valve. The marking tag supplied with the excess flow valve shall be permanently attached to the head of the service or the meter set to indicate that an excess flow valve is installed.

7.2 Main Connections

Service connections to plastic mains are to be completed with either an electrofusion or mechanical tapping tees. Pressure control tees should be installed on all 15 and 60 psig steel and C.I. main connections. The main connections shall be made with pressure control equipment. Only 3/4 in. connections to 15 psig cast iron mains may be made without pressure control equipment. When pressure control equipment is not used, the procedures for "Inserting and Removing Threaded Connections Under Pressure" shall be followed.

7.3 Working Uncontrolled (Live) Gas

While it is the practice to use pressure control equipment and/or materials, there are some instances where it is necessary to work on uncontrolled or live gas. The following information reviews the precautions and limitations of handling live gas without the use of pressure control equipment.

When a live gas, or potential live gas situation is encountered, it must be thoroughly evaluated to ensure operational safety. Proper consideration shall be given to working clearance, adequacy of ventilation, proximity to buildings, condition of pipe or threaded fittings, the availability of pressure control equipment, the ability to reduce line pressure, and the experience of the personnel involved.

7.3.1 Safety Considerations

Proper jobsite preparation is important to ensure the safety of associates when working in a live gas situation. Tapered wood plugs sized to fit the connection to be worked on, and a fire extinguisher shall be readily available on the jobsite prior to the start of work. Fire extinguishers shall be manned when the threaded connection is being worked on.

The following personal protective equipment (**PPE**) are required to be worn by the person performing the job to protect themselves from accidental ignition and the abrasive action of the escaping gas:

- Long sleeve flame retardant protective clothing with hood drawn tight over hardhat.
- Full-face air mask. (see guidelines below)
- General duty work gloves with gauntlets worn over the coverall sleeves.

7.4 Guidelines for Handling Uncontrolled (Live) Gas

The following guidelines cover most cases where work may be performed without the use of pressure control equipment.

The guide material indicates the various pipe thread sizes or piping, the maximum allowable pressure, and the PPE required to be worn. In all pressure systems (15, 60, 120 psig), and with 2 in. and larger UP taps, a full-face air mask is required to be worn.

Table 7-13: Guidelines for Handling Uncontrolled (Live) Gas

3/4 in.	Goggles	Masks	Masks (35 psig max)
1 in.	Goggles	Masks	Masks (20 psig max)
1-1/4 in.	Goggles	Masks (12 psig max)	Masks (12 psig max)
1-1/2 in.	Goggles	Masks (8 psig max)	Masks (8 psig max)
2 in.	Masks	Masks (5 psig max)	Masks (5 psig max)
2-1/2 in.	Masks	Masks (2 psig max)	Masks (2 psig max)
3 in.	Masks	Masks (1-1/2 psig max)	Masks (1-1/2 psig max)
4 in.	Masks	Masks (1 psig max)	Masks (1 psig max)
6 in. & larger	Masks (5 in. w.c. max)	Masks (5 in. w.c. max)	Masks (5 in. w.c. max)
Drip or valve riser at grade 1-1/4 in. or smaller	Goggles	Masks (12 psig max)	Masks (12 psig max)

6.1 Excess Flow Valves

Excess Flow Valves (**EFV**'s) are flow-limiting devices designed to reduce the amount of escaping gas in the event of a service damage. EFV's shall be installed on new and replacement single residential services in the 15, 60 and 120 psig design systems. (192.383(b), (f) (1))

The excess flow valve shall be installed at the outlet connection of the service tee. The service records shall include a notation indicating the presence of an excess flow valve. The marking tag supplied with the excess flow valve shall be permanently attached to the head of the service or the meter set to indicate that an excess flow valve is installed.

6.2 Main Connections

Pressure control tees should be installed on all 15 and 60 psig steel and C.I. main connections. The main connections shall be made with pressure control equipment. Only 3/4 in. connections to 15 psig cast iron mains may be made without pressure control equipment. When pressure control equipment is not used, the procedures for "Inserting and Removing Threaded Connections Under Pressure" shall be followed.

6.3 Working Uncontrolled (Live) Gas

While it is the practice to use pressure control equipment and/or materials, there are some instances where it is necessary to work on uncontrolled or live gas. The following information reviews the precautions and limitations of handling live gas without the use of pressure control equipment.

When a live gas, or potential live gas situation is encountered, it must be thoroughly evaluated to ensure operational safety. Proper consideration shall be given to working clearance, adequacy of ventilation, proximity to buildings, condition of pipe or threaded fittings, the availability of pressure control equipment, the ability to reduce line pressure, and the experience of the personnel involved.

6.3.1 Safety Considerations

Proper jobsite preparation is important to ensure the safety of associates when working in a live gas situation. Tapered wood plugs sized to fit the connection to be worked on, and a fire extinguisher shall be readily available on the jobsite prior to the start of work. Fire extinguishers shall be manned when the threaded connection is being worked on.

The following personal protective equipment (**PPE**) are required to be worn by the person performing the job to protect themselves from accidental ignition and the abrasive action of the escaping gas:

- Long sleeve flame retardant protective clothing with hood drawn tight over hardhat.
- Full-face air mask. (see guidelines below)
- General duty work gloves with gauntlets worn over the coverall sleeves.

6.4 Guidelines for Handling Uncontrolled (Live) Gas

The following guidelines cover most cases where work may be performed without the use of pressure control equipment.

8. Handling Uncontrolled (Live) Gas

While it is the practice to use pressure control equipment and/or materials, there are some instances where it is necessary to work on uncontrolled or live gas. The following information reviews the precautions and limitations of handling live gas without the use of pressure control equipment, regardless of size or operating pressure.

When a live gas, or potential live gas situation is encountered, it must be evaluated and proper consideration given to working clearance, adequacy of ventilation, proximity to buildings, condition of pipe or threaded fittings, the availability of pressure control equipment, the ability to reduce line pressure, and the experience of the personnel involved.

8.1 Safety Considerations

Proper jobsite preparation is important to ensure the safety of associates when working in a live gas situation. Tapered wood plugs sized to fit the connection to be worked on, and a fire extinguisher shall be readily available on the jobsite prior to the start of work.

Fire extinguishers shall be manned when the threaded connection is being worked on.

The following personal protective equipment (**PPE**) is required to be worn by the person performing the job to protect themselves from accidental ignition and the abrasive action of the escaping gas:

- Long sleeve flame retardant protective clothing with hood drawn tight over hardhat.
- Full-face air mask.
- General duty work gloves with gauntlets worn over the coverall sleeves.

8.2 Guidelines for Handling Uncontrolled (Live) Gas

The following guidelines cover most cases where pressure system (15 psig, 60 psig, or 120 psig) work may be performed without the use of pressure control equipment. The guide material indicates the various pipe thread sizes or piping and the maximum allowable pressure to be handled. In all cases a full-face air mask is required to be worn.

Table 12-29: Handling Uncontrolled Gas

Size	Eye Protection	Pressure Limit	Pressure Limit
3/4	Goggles	Masks	Masks (35 psig max)
1	Goggles	Masks	Masks (20 psig max)
1-1/4	Goggles	Masks (12 psig max)	Masks (12 psig max)
1-1/2	Goggles	Masks (8 psig max)	Masks (8 psig max)
2	Masks	Masks (5 psig max)	Masks (5 psig max)
2-1/2	Masks	Masks (2 psig max)	Masks (2 psig max)
3	Masks	Masks (1-1/2 psig max)	Masks (1-1/2 psig max)

Table 13-34: Dresser Steel Bodied Couplings (Cont'd)

Note: 1. To ensure sufficient torque is applied a 18 in. wrench is recommended for 1-1/4 in coupling installations
2. To ensure sufficient torque is applied a 24 in. wrench is recommended for 2 in coupling installations

15.2 Temporary Repair of Plastic – Leak Clamp Installation

In the event that circumstances prevent the immediate permanent repair of the damaged pipe, a conventional full seal repair clamp may be temporarily installed provided all permanent repair options (including bypasses) have been considered.

Permanent pipeline repairs, with approved materials, shall be planned and completed as soon as practical.

All plastic main repairs should be completed in a gas free atmosphere. Company emergency responders shall consider the entire situation and all options (including the shutdown of the main), prior to concluding that work must be performed in a gaseous atmosphere.

If work must be performed on plastic gas mains in a gaseous atmosphere, the following procedures may be utilized with management approval and site supervision.

15.2.1 Uncontrolled Gas Situations

When work is required in the presence of a gaseous atmosphere, the elimination of potential sources of ignition are primary considerations. In blowing gas situations with plastic mains, high levels of static electric charge can be generated on the ID and OD of the plastic. Static charges generated on plastic mains can be high enough to be a source of ignition should a discharge occur.

The following personal protective equipment (**PPE**) are required to be worn by the person performing the job to protect themselves from accidental ignition and the abrasive action of the escaping gas:

- Long sleeve flame retardant protective clothing with hood drawn tight over hardhat.
- Full-face air mask.
- General duty work gloves with gauntlets worn over the coverall sleeves.

The installation of a full seal leak clamp on a plastic main in a gaseous atmosphere must be done at reduced pressure, and in accordance with proper grounding and static procedures. The following minimum guidelines shall be followed concerning main pressure and personal protective equipment (**PPE**) when repairing plastic mains in a gaseous atmosphere.

Table 13-35: Maximum Allowable Uncontrolled Gas Pressure

Main Pressure	Line Pressure	2 psig (max)	2 psig (max)
PPE	Full-Face Mask	Full-Face Mask	Full-Face Mask

With the main pressure reduced (pressure system only), the following are the static and grounding procedures to be followed in the installation of a full-seal leak clamp on a plastic gas main.

10.2 Grounding of Equipment

Tools and equipment to be used on polyethylene pipe must be grounded to insure worker safety. Cutting tools are required to be grounded, as when they pass through the wall they provide a path to ground for accumulated static charges on the ID of the polyethylene pipe being cut.

The use of a filming (leak seek) solution during the cutting process provides two benefits:

1. It provides a conductive path for any accumulated ID charges to move and drain to ground through the grounded tool.
2. It provides lubrication to the tool in the cutting of the material.

The solution provides the same benefits during tapping operations. The use of wet burlap from the tee or piping to ground provides a path to ground for static charges that are on the materials and not in contact with the tools.

Maintaining a conductive path to ground is the key to preventing the buildup of a static charge on the plastic materials.

10.2.1 Static Procedures

1. Without entering the trench, apply the soap and water solution or leak detection solution to the pipe, starting at the point where the pipe emerges from the soil, making sure that some soil is wet by the solution.
2. Place wet burlap on the pipe from the top of the trench causing the first wet burlap applied to contact both the soil and the pipe. Subsequent wet burlap applications must contact previously applied burlap. There can be no gaps between different pieces of burlap at any time, unless they are bridged with a film of soap and water solution.
3. If the existing atmosphere is not gaseous, step 2 may be performed while working in the trench.
4. The soap and water or leak detection solution will remain effective for about 15 minutes. Wet burlap remains conductive as long as it is moist. Always begin applying the moist film or wet burlap from the point of where the pipe enters the ground.
5. Poured or brushed on soap and water or leak detector solution must be renewed every 15 minutes.

10.3 Uncontrolled Gas Situations

When work is required in the presence of a gaseous atmosphere, the elimination of potential sources of ignition are primary considerations. In blowing gas situations with plastic mains, high levels of static electric charge can be generated on the ID and OD of the plastic. Static charges generated on plastic mains can be high enough to be a source of ignition should a discharge occur.

The following personal protective equipment (**PPE**) are required to be worn by the person performing the job to protect themselves from accidental ignition and the abrasive action of the escaping gas:

- Long sleeve flame retardant protective clothing with hood drawn tight over hardhat.
- Full-face air mask.
- General duty work gloves with gauntlets worn over the coverall sleeves.

The installation of a full seal leak clamp on a plastic main in a gaseous atmosphere must be done at reduced pressure, and in accordance with proper grounding and static procedures. The following minimum

guidelines shall be followed concerning main pressure and personal protective equipment (PPE) when repairing plastic mains in a gaseous atmosphere.

Table 2-2: Maximum Allowable Uncontrolled Gas Pressure

Main Pressure	Line Pressure	2 psig (max)	2 psig (max)
PPE	Full-Face Mask	Full-Face Mask	Full-Face Mask

With the main pressure reduced (pressure system only), the following are the static and grounding procedures to be followed in the installation of a full-seal leak clamp on a plastic gas main.

1. Obtain an appropriately sized full seal repair clamp with a 1-1/4 in. service tap. Install a close nipple, service valve and a short vent pipe (space piece) on the service tap of the clamp, leaving the service valve in the open position.
2. Without entering the trench, apply the soap and water solution or leak detection solution to the pipe, starting at the point where the pipe emerges from the soil, making sure that some soil is wet by the solution.
3. Place wet burlap on the pipe from the top of the trench, causing the first wet burlap applied to contact both the soil and the pipe. Subsequent wet burlap applications must contact previously applied burlap. There can be no gaps between different pieces of burlap at any time.
4. Place wet burlap on the piping from the soil to the point of damage from both ends. Soap and water or leak detector solution must be renewed every 15 minutes.
5. Ground full seal clamp and hand tools prior to entering the trench and the potentially gaseous atmosphere.
6. Loosely install the full seal clamp over the damage area and the wet burlap, with the vent in the vertical position, wetting the clamp and the burlap continuously.
7. Slowly remove the wet burlap from under the full seal clamp, and tighten the clamp with a grounded hand tool. Tighten clamp to the required torque value.
8. Close service valve on the clamp.
9. Leak-check the clamp, valve and vent.
10. Test the atmosphere in the trench with a gas tester to ensure area is gas free.
11. Remove vent pipe and plug valve outlet.
12. If required, restore main pressure to normal levels, leak checking repair clamp periodically.

Permanent pipeline repairs, with approved materials, shall be planned and completed as soon as practical.

10.4 Work Activities and Stray Electric Currents

Electric currents can induced upon steel or cast iron piping systems by nearby electric facilities and must be considered when maintenance or repair operations are performed. Proper grounding and jumpers shall be used in accordance with PSE&G procedures, particularly when gaseous atmospheres may be present.

Grounding and jumpers shall be used whenever cut-outs are made on steel service, main piping or cast iron piping.

Safety Standards and Procedures

Manual Owner:

(b) (6), (b) (7)(C) – (b) (6), (b) (7)(C) Utility Health and Safety

August 31, 2013 – Rev 02

4.3 Change Out of Hard Hats

Hard hat shells are to be changed out at least every five years due to UV radiation and the rigors of day to day wear. The suspension is to be changed out every 12 months. To facility the change out of hard hats and suspensions, the following schedule which corresponds to the di-electric equipment change out is to be followed:

Table 2-2: Change Out of Hard Hats

Summit	May
Trenton	May
Harrison AS	June
New Brunswick	June
Plainfield	June
Orange AS	June
Jersey City	July
Orange Dist.	July
Audubon	August
Burlington	August
Harrison GD	August
Clifton	September
Oakland	December
Oradell	December
M&R/Plants	June

4.4 Destruction of Hard Hats

The hard hat shells are not to be discarded in regular trash streams. Storeroom personnel will collect the hard hat shells and when ready for disposal contact Resource Recovery for pick up. Resource Recovery will oversee the destruction of the shells.

Note



The month and year of the manufacture of the shell can be determined by checking the bottom side of the brim. A circle with numbers from 1 to 12 can be found. An arrow points to the number corresponding to the month of manufacture and the year is stamped in the middle of the circle.

5. Flame Retardant Coveralls

Whenever employees work within an area where there is a possibility of gas ignition, they shall wear a flame retardant hood and approved flame retardant coveralls over their regular work clothes. The hood of the coveralls shall be drawn tight over the hard hat and snug against the full-face air mask or goggles.

Coveralls are to be stored in the protective bag and checked periodically for cleaning. Soiled coveralls are to be returned to the Storeroom and exchanged. They will be cleaned by a commercial laundry service and returned to stock.

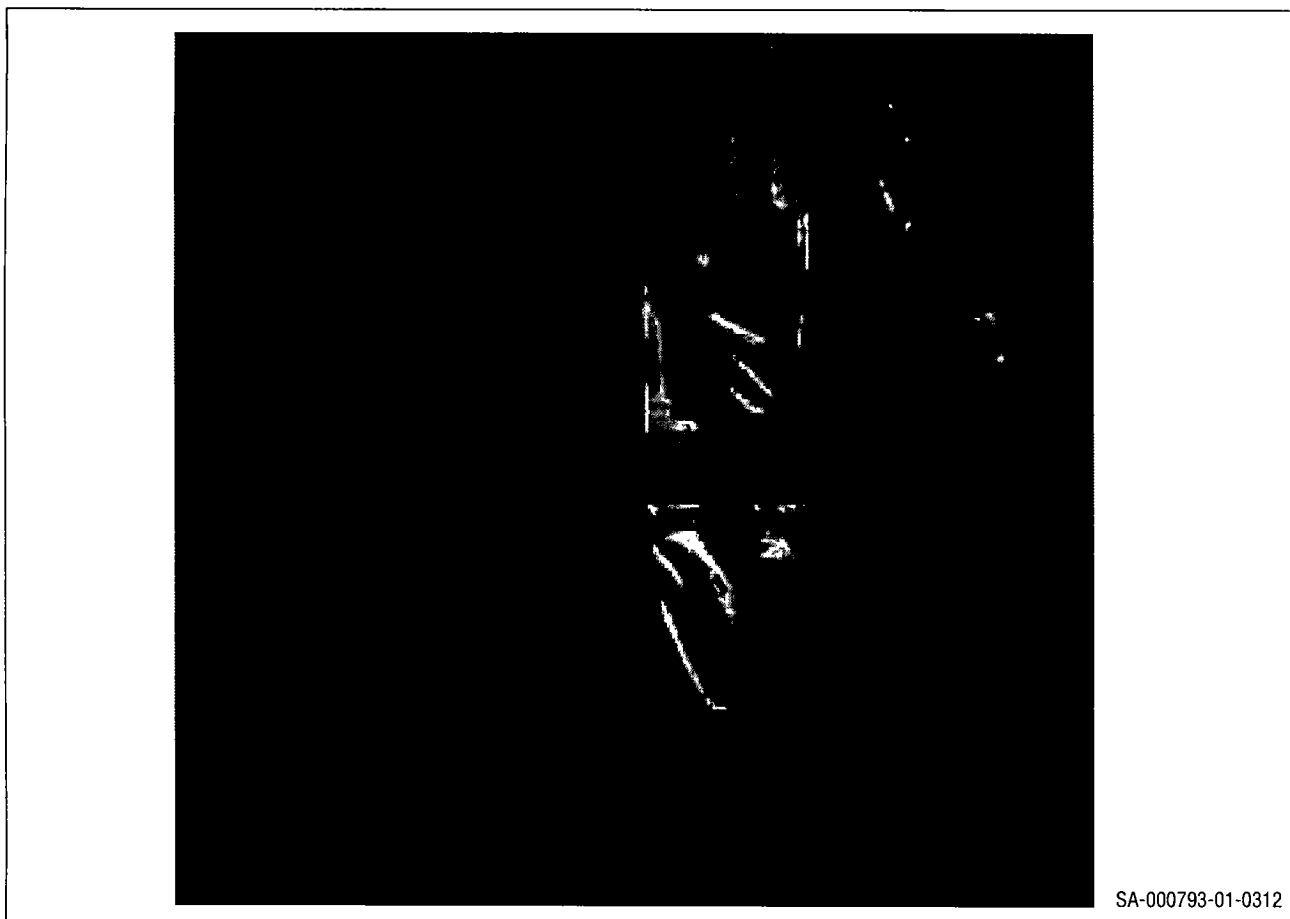
6. Traffic Vest

Employees exposed to public vehicular traffic **shall**, at all times, wear warning vests or other suitable garments marked with or made of reflectorized or high visibility material will meet Class 3 specifications ANSI 107-210 Class Warning Vests. This will include everyone visiting the job site.

6.1 Equipment Description

Hi Visibility Class 3 Traffic Vest

Figure 2.2: Example of Traffic Vest



6.2 Long Description

Vest, Modacrylic yellow/green mesh style 1100. Orange Modacrylic binding. Open sided adjustable waist arms with two each hook and loop closure pads. ANSI 107-2010, class 3.

Table 2-7: Respiratory Protection Requirements (Cont'd)

*Emergency conditions	Mask	Mask	Mask
*Exception to the above limits may be under direct supervision . However, at no time shall exceptions be made at 60 psi or greater.			

8.9 Use of the Flame Retardant Liner

The flame retardant liner shall be worn whenever the supplied air respirator or goggles are used in an area where accident ignition may occur. When used with the respirator, the liner shall be donned in the following manner:

1. Pull liner over head with face opening over face.
2. Pull face opening over head so that the liner is around the neck.
3. Don respirator face piece and adjust the straps.
4. Pull liner up over the head covering the respirator straps.
5. Assure that the respirator face piece and the liner overlap so that no gaps occur during work activities.
6. Assure that the liner does not interfere with the seal of the respirator to the face. (In other words, insure that the liner is outside of the area between the respirator seal and the face.)

8.10 Use of Hood on Flame Retardant Coveralls

In addition to the flame retardant liner, flame retardant coveralls shall be worn whenever a supplied air respirator or goggles are used in a gaseous atmosphere. When flame retardant coveralls are required:

1. The flame retardant liner shall be donned as described above. The neck of the flame retardant liner shall be tucked into the neck opening of the flame retardant coveralls ensuring that no gaps exist.
2. The hood of the flame retardant coveralls shall be placed over the head (over the flame retardant liner).
3. The drawstring of the hood shall be used to tighten hood around the face.

9. Hand Protection

(Ref. OSHA 1910.132; 1910.138)

The wearing of gloves will prevent many painful and disabling injuries to the hands. Gloves shall be used on all jobs where there is a possibility that an employee may injure his/her hands because of sharp edges, tight work area, pinch points, unloading material, extreme temperatures, handling chemicals, etc.

The following are some examples of operations requiring hand protection:

1. Operation and handling of air powered tools.
2. Any pipe drilling or tapping work in trenches.
3. Hand cutting, reaming or threading of pipe.

5. Safe Practices when Working In and Around a Gaseous Atmosphere

During situations involving gas escaping outside of buildings, as outlined in the *Gas Distribution Standards Manual*, “Leak Investigation”, Leak Repair, the following safety procedures shall be followed.

5.1 Personnel

- There shall be a minimum of two qualified employees to work in the area where the gas is escaping.
- Supervisors and crew members not required to make repairs, shall exercise care to minimize exposure in the event of ignition of the gas.
- Non-Company personnel shall not be allowed in the area.
- No smoking.
- No cell phones and all other electronic items are turned off.

5.2 Personal Protection

Employees who actually work within areas where there is a possibility of gas ignition shall be fully protected. They shall wear a full-face air supplied respirator along with an auxiliary self-contained air supply (5 minute escape bottle), flame retardant coveralls, and general duty leather work gloves with a gauntlet cuff. The hood of the coverall shall be drawn tight over the hard hat and snug against the full-face air mask. For specific requirements of when air masks or goggles may be worn, please refer to the PPE section of this manual.

Supervisors and crew members required to work in the vicinity shall wear protective equipment as determined by the supervisor in charge of the job.

Under certain high or intermediate gas pressure operations, supervision will determine whether added sleeve protection (such as welder sleeves or long gauntlet gloves) should be used.

5.3 Fire Extinguisher

A fire extinguisher shall be made readily available at a safe distance upwind of the gaseous atmosphere. During the time that employees are actually working at the source of the escaping gas, an employee shall attend the extinguisher, and shall wear standard gloves and flame retardant coveralls with the hood drawn tight over the hard hat.

5.4 Vehicles and Equipment

Essential vehicles, construction equipment, generators, fusion machines, and any other equipment that could possibly be a source of ignition shall be located upwind of the escaping gas. Engines are to be shut off when not in use.

All non-essential Company vehicles and equipment shall be removed from the work area.

Stop, or detour, vehicular traffic, as necessary.

Cellular telephones, beepers/pagers, cameras, and other battery-operated equipment can be a source of ignition and shall not be permitted in a gaseous atmosphere unless the equipment is rated as intrinsically safe and/or explosive proof.

“Tech Support News”

Welcome to a special edition of *“Tech Support News”* a Distribution Technical Support Update Notice focused on the PPE in Various Hazardous Atmospheres for field operations in Gas Delivery.

Safety Message - PPE: Protective Equipment, its Personal!

Personal Protective Equipment is the last line of defense when things go wrong. Gas Distribution has had three gas ignitions in sixteen months with employees not fully protected from an accidental ignition.

We must test the atmosphere to determine the level of PPE that is required; we must also keep all sources of ignition away from the gaseous atmosphere, but PPE is the last line of defense!

The following personal protective equipment (**PPE**) is **required** to protect employees from accidental ignition when working in and around **uncontrolled gas**:

- ✓ Long sleeve flame retardant protective clothing with hood drawn tight over hardhat.
- ✓ Full-face air mask
- ✓ General duty work gloves with gauntlets worn over the coverall sleeves.

New Information – Don’t Double Down!

Recent events have revealed that our people have entered into hazardous environments unprotected *immediately after* an incident has occurred.

We teach first responders never to extinguish a gas fire until the fuel source has been controlled. We also must understand that until a hazard is mitigated, the same conditions exist that caused the incident! Don’t expose yourself or another co-worker to potential injury!

Take the necessary precautions to remove the immediate hazard. If an ignition occurs because of a static discharge; wear the required PPE listed above to enter that uncontrolled environment. Use your static safety precautions (leak seek solution, wet burlap from the pipe to soil and grounded tools) to safely drain static charges to eliminate the source of ignition and only then get the leakage under control.

Include a Safety Action Plan in your Tailboard!



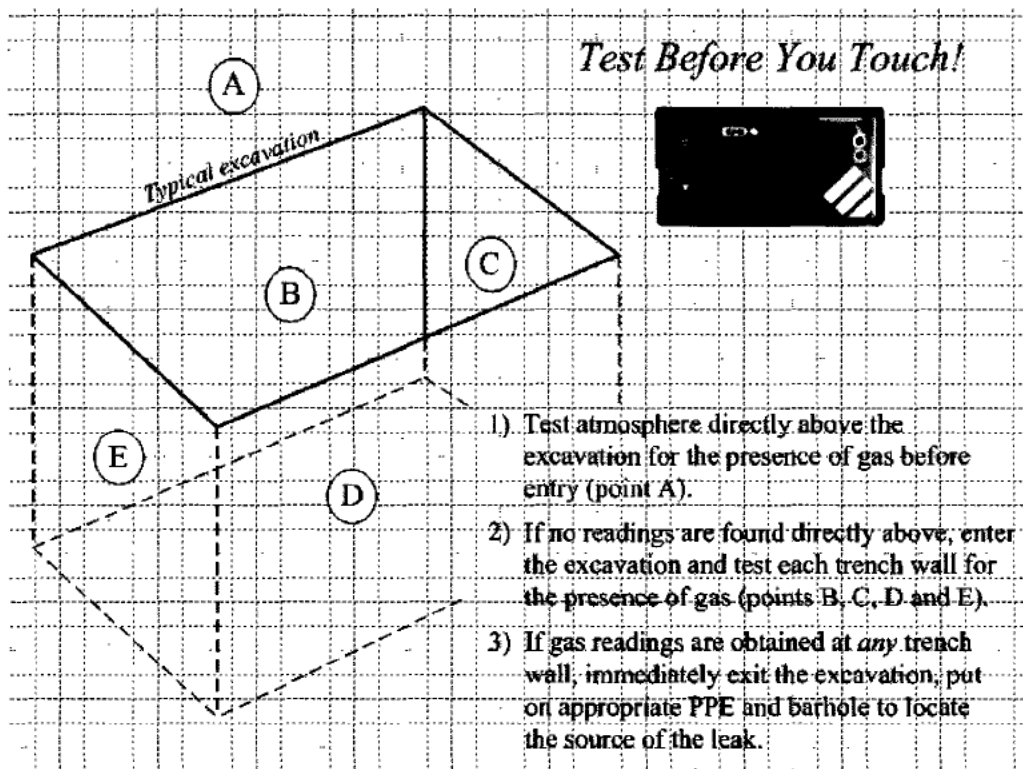
“Tech Support News”

Tech Tip

A common misconception regarding safety is that safety and the work are separate entities, but the two always go together. Remember that Safety is not something separate from the work; it is part of the work! We must evaluate the environment, conditions, exposure and work activities to determine the level of PPE.

The crew leader or other competent person at the job site shall conduct daily inspections of excavations for evidence of hazardous atmospheres, or other hazardous conditions. An inspection shall be conducted prior to the start of work and as needed throughout the shift. When an inspection reveals evidence of hazardous atmospheres, or other hazardous conditions, exposed employees shall be removed from the hazardous area until the necessary precautions have been taken to ensure their safety.

For example, replacing a non-leaking service has different requirements than a leaking service (uncontrolled gas). When entering an excavation, always take gas readings to determine if PPE is required. If gas readings are obtained at any trench wall, immediately exit the excavation, put on appropriate PPE.



“Tech Support News”

Welcome to a special edition of *“Tech Support News”* a Distribution Technical Support Update Notice focused on leak investigation for field operations in Gas Delivery.

Safety Message – Test Your Tester

In our business we need to be able to consistently, accurately and on a *moment’s* notice measure gas in air readings. Before leaving your location each day, check for proper operation of your combustible gas indicator.

We are required to calibrate these units monthly, but checking them often and calibrating *weekly* will ensure that you always have this critical instrument ready to go.

Consider your gas tester to be part of your PPE! Maintain it properly and use it often and it will always tell you what you are dealing with!

Remember; don’t rely on your experience only....

Use the Gas Distribution Standards.

GDS Procedures – Investigating & Pin-pointing Leaks

The Gas Distribution Standards has long standing procedures for the investigation of facility leaks. We are required to follow these procedures as written and we are monitored by the Board of Public Utilities (BPU) to make sure we are in compliance with our standards. Specifically the GDS indicates that all reported leaks shall be investigated, classified and recorded.

In actuality, investigating a leak report or pin-pointing an existing leak requires exactly the same steps and procedures to be followed. Remember the *Golden Rule* that Life, Property and System is your priority in these activities.

Leak Investigation

Upon arrival on jobsite, wear appropriate PPE and test to ensure your vehicle is in a safe location. Move the vehicle if necessary and set up work area protection in accordance with Company procedures. If multiple personnel are on site, tailboard regarding the investigation and discuss a *Safety Action Plan*.

Investigate to determine the extent of the leakage. Check gas concentration in manholes, valve boxes, and all underground structures, such as storm or sanitary sewers. If gas is present in underground structures, check all buildings in the immediate area for the presence of gas. Ensure that there is no immediate hazard to life and property in the area.

If buildings are not immediately accessible, test door and window edges and through any available opening in the building such as keyholes, kitchen exhaust fans, vents, antenna sleeves, crawl spaces, etc., with leak detection equipment. Make bar hole tests next to the foundation where necessary. If a hazard exists, the leak should be made safe immediately and repaired as soon as possible.

If the leak repair cannot be immediately completed, the leak shall be classified in accordance with the standards (Grade 1, 2, or 3) based upon the made-safe conditions and a leak work order created.

“Tech Support News”

Leak Pin-pointing

Experience has shown that excavation can be minimized, and a leak location pin-pointed effectively and efficiently by trained personnel. It is the responsibility of the pin-pointer to determine the specific area to be excavated in locating the gas leak. The actual excavation and repair work will usually be performed by other personnel.

To ensure an effective and efficient pin-pointing operation it is essential that the pin-pointer obtain all the available information for each specific job before leaving headquarters. *This shall include the following:*

- Leak Report Information (*Street Leak Record, Leak Survey and Inspection Record, etc. - including all other leak reports in the immediate vicinity*).
- Sketches for mains, services, and stubs, showing location of curb lines, type of main, kind of joints, length of pipe, year of installation, fittings, previous repairs, depth of main, drips, valves, and regulators, etc.
- Any available sketches of other underground facilities in the area (*Electric conduits, telephone conduits, manholes, etc.*).

Upon arrival the pin-pointer must proceed exactly as if responding to an initial leak report and personal and site safety requirements are exactly the same.

Wear appropriate PPE and test to ensure vehicles are in a safe location. Move vehicles if necessary and set up work area protection in accordance with Company procedures. Tailboard regarding the investigation and pin-pointing and discuss a *Safety Action Plan*.

Investigate to determine the extent of the leakage. Check gas concentration in manholes, valve boxes, and all underground structures, such as storm or sanitary sewers. If gas is present in underground structures, check all buildings in the immediate area for the presence of gas. Ensure that there is no immediate hazard to life and property in the area.

If buildings are not immediately accessible, test door and window edges and through any available opening in the building such as keyholes, kitchen exhaust fans, vents, antenna sleeves, crawl spaces, etc., with leak detection equipment. Make bar hole tests next to the foundation where necessary.

Make the area safe and *then* locate the source of leakage.

Air movers are used as necessary to draw migrating gas out of the ground, out of underground structures and away from buildings in the immediate vicinity to help make the area safe.

Take caution to not place an air mover in a location that may draw gas closer to a building.

“Tech Support News”

Air Movers & Pin-pointing

Air movers are *required to be used* to clear bar holes and accurately pin-point the leak source. The consistent venting of the bar holes clears accumulated and residual gas from the immediate area around the actual leak point, and helps to narrow down the investigation area.

1. Bar hole over main and services in the area every 4 feet to determine where gas concentration is the highest. Make allowances for and note changes in grade or terrain in taking gas readings (*gas will usually migrate uphill*). Make sufficient bar holes to go from zero readings to zero readings across the leak area.
2. Utilize an air mover to clear and vent each bar hole in the area until a 0% gas reading is obtained (*readings directly over or very near the actual leak point may not get to zero*).
3. Recheck gas readings over facilities to determine probable source of leakage and record the information. It may be necessary to make additional bar holes (*splitting the difference between earlier holes made at four foot spacing*) to get a more accurate pin-point. In general, the bar holes which come back quickly to a high reading are closest to the actual leak point.
4. From the bar hole readings, determine probable source of leakage. Once confident that the leak source is pinpointed, continue running the air mover at that point of highest concentration to draw as much trapped gas as possible out of the ground in the area. *The continuous running of the air mover and the series of open bar holes enable “clean” air to enter the ground and help clear any gas saturation in the area.*
5. With the air mover running continuously, re-check the area to ensure that Life and property are safe and that there are no other unsafe conditions present.
6. Record the information for use by the repair crew. The last thing that should be done before packing up to leave the area is the shut-down of the air mover.

Employee Positive Discipline History

09-Dec-14

(b) (6), (b) (7)(C)

Empl#:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

RC 573: DTN DEPT-TRENTON

Date:	Action:	Category:	Reason:	Comments:	Deactivation:	Supervisor Name:
3/10/2006	Recognition	Availability	Perfect attendance	Perfect Attendance 2005 - 2 years	NA	(b) (6), (b) (7)(C)
(b) (6)/2006	2nd Level Written Reminder	Conduct	Insubordination	Provoking a fight with (b) (6), (b) (7)(C) and insubordination to a supervisor.	(b) (6)/2008	(b) (6), (b) (7)(C)
(b) (6)/2007	Coaching/Counseling	Availability	Various department rules or standards	Talked about floating holidays and how they are to be used and by when.	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2007	Coaching/Counseling	Conduct	Insubordination	(b) (6), (b) (7)(C) filling (b) (6) water container while safety stand-up was going on. I asked (b) (6) at this time to wait to safety talk was over and (b) (6) refused	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/007	Recognition	Work Performance	Job Well Done	(b) (6), (b) (7)(C) received a letter from 601 Jack Stephan Way TN for a job well done while working with (b) (6) on 6/27/07.	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2008	Coaching/Counseling	Availability	Various department rules or standards	Talked to (b) (6), (b) (7)(C) about the next time (b) (6) is on light duty to make sure that we are given all of (b) (6) restrictions when first asked not after (b) (6) is assigned a job outdoors and the new restrictions say that (b) (6) can't.	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2008	Formal Meeting	Conduct	Abusive behavior	Talked to (b) (6), (b) (7)(C) about retaliating against (b) (6), (b) (7)(C) for the actions (b) (6), (b) (7)(C) says (b) (6), (b) (7)(C) did on their way home last night.	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2008	Recognition	Work Performance	Job Well Done	(b) (6), (b) (7)(C) called to say job well done and crew very informative.	NA	(b) (6), (b) (7)(C)
(b) (6)/2009	Recognition	Work Performance	Safety - Recognition	Cert. Issued for working safely and doing the right thing	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2009	Recognition	Work Performance	Safety - Recognition	Cert. Issued for doing the right thing	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2009	Recognition	Work Performance	Safety - Recognition	Cert. Issued for wearing PPE and working safely at the M&R Plant	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2009	Recognition	Work Performance	Customer compliment	Certificate given for receiving a customer compliment	NA	(b) (6), (b) (7)(C)

Employee Positive Discipline History

09-Dec-14

Date:	Action:	Category:	Reason:	Comments:	Deactivation:	Supervisor Name:
(b) (6), (b) (7)(C)/2010	Formal Meeting	Other	Other	Had quarterly meeting with (b) (6), (b) (7)(C) went over safety concerns and job related issues. (b) (6), (b) (7)(C) had no comments to add.	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2010	Coaching/Counseling	Work Performance	Various department rules or standards	Failure to properly rebuild meter set and left leak in house.	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2011	Formal Meeting	Conduct	Various department rules or standards	Review disagreement with (b) (6), (b) (7)(C)	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2011	Coaching/Counseling	Conduct	Various department rules or standards	Generating conflict among various employees.	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2013	Coaching/Counseling	Conduct	Various department rules or standards	Need to follow the directions of the Street Leader.	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2013	Coaching/Counseling	Conduct	Insubordination	Failure to follow instructions.	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2013	Coaching/Counseling	Availability	Tardiness	18 minutes late for work, late for random drug test.	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2013	Oral Reminder	Conduct	Various department rules or standards	Failure to follow instructions. See file.	(b) (6), (b) (7)(C)/2014	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2013	Coaching/Counseling	Conduct	Various department rules or standards	Failure to call in for an emergency day prior to start of work shift.	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2014	1st Level Written Reminder	Conduct	Insubordination	Failure to follow instructions of Street leader.	(b) (6), (b) (7)(C)/2015	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2014	Coaching/Counseling	Conduct	Various department rules or standards	Failure to notify supervision that (b) (6), (b) (7)(C) did not have a flame retardant suit while on job	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2014	Coaching/Counseling	Conduct	Various department rules or standards	Not following directions of (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) prior to seeing Company Physician	NA	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/2014	2nd Level Written Reminder	Conduct	Insubordination	Drove past a jobsite after being told not to by Department Head, after being in a verbal altercation.	(b) (6), (b) (7)(C)/2016	(b) (6), (b) (7)(C)

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION Audubon	DATE (b) (6), (b) (7)(C) /2014	TIME FROM 7:20 AM	TIME TO 7:35 AM

SUBJECT OR PURPOSE

Failure to have flame retardant suite with (b) (6), (b) (7)(C) while out on jobsite.

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C) last night while questioning (b) (6), (b) (7)(C) about working OT, (b) (6), (b) (7)(C) mentioned that you did not have your flame retardant suit with you and that once again you were unable to scale the main. (b) (6), (b) (7)(C) also stated that you have not had a suit with you since May 19th 2014, when you got moved from (b) (6), (b) (7)(C) because of an altercation over a dump truck crew to (b) (6), (b) (7)(C) crew. Is that correct?

- I turned my primary suit to be cleaned and they did not have a back-up suit for me. I don't remember getting moved from (b) (6), (b) (7)(C) crew.

You don't remember getting moved from (b) (6), (b) (7)(C) crew?

- No I don't, and what do you call an altercation?

Why is it that you can always remember things when it is in your favor, but can never remember anything when it comes to your behavior?

- I don't remember everything that happens.

Well let me refresh your memory, I was on vacation it was a Monday. You had a verbal altercation regarding a dump truck. You said you didn't like the seat that day, it needed to be adjusted. I believe (b) (6), (b) (7)(C) handled the situation, and (b) (6) had (b) (6), (b) (7)(C) move you to another, and to (b) (6), (b) (7)(C) crew.

Do you remember the situation now?

- Yes, now I think I remember.

You think you remember, or do you remember?

- I remember now.

Then why do you constantly play these games? First you say you don't remember, then you do remember when I give you details.

- I'm not playing games here. You said an altercation; I was not involved in an altercation. What's your definition of an altercation?

Let me see here, Webster's dictionary says it is a noisy controversy. You didn't argue with (b) (6), (b) (7)(C) and tell (b) (6), (b) (7)(C) you weren't taking the dump truck?

- No, that was not an altercation that was a safety issue.

- The seat has been inspected and it was ok, and it was adjusted, everyone else is ok with driving that truck, there is nothing wrong with the truck.

Are you ok to work today?

- Yes.

Are you on that truck?

- No, I got moved, I don't use it.

Like we just said, I made sure that that truck seat was ok and adjusted. (b) (6), (b) (7)(C) you do this every time you are in here for something. It's always the same

thing with you: it's always someone else, you don't understand, someone is disrespecting you, or you don't remember. You purposely bring up other issues that have nothing to do with what you are in here for. I'm telling you right now I am sick of the way you conduct yourself, I am sick of the way you play these games, and the bullshit and evasiveness, and not answering questions directly. We are going to stick with why you are here. Did you tell anyone about that you did not have a suit with you?

- No

Why not?

- I told (b) (6), (b) (7)(C) in storeroom.

- Do you know if your suite was one of the one that got damaged by the laundry service?

- I don't know.

- Yes, I see here that your suit was one of the ones that were damaged. But you know that we have gone over this in numerous huddles, stand downs, and safety meetings. Nobody should leave here without a flame suite. Do you recall me telling everyone that?

- I know we need a suit while working on live gas.

- Here is an order form for a 2X suit, I want you to go directly to the storeroom and get a replacement suit and have it with you at all times. It will not have your name on this one, but use it until your second suit is replaced. The key thing here is that you keep it with you at all times. Let me ask you something, aren't you sick of being in here week after week, month after month?

- Yes I am

- Well then I want you to tell me what we can do to change your behaviors and actions to avoid this nonsense then. I am willing to help you, but I can't do it for you. You think about that and let me know what we can do to have you change and you come back and let me know.

REPORTED OR RECORDED BY

(b) (6), (b) (7)(C)

DATE

(b) (6), (b) (7)(C) /2014

REFERRED TO

(b) (6), (b) (7)(C)

DATE

(b) (6), (b) (7)(C) /2014

MEETING RECORD

EMPLOYEE'S NAME:

(b) (6), (b) (7)(C)

NOMENCLATURE:

DATE:

(b) (6), (b) (7)(C) /2014

LOCATION:

Audubon G.B.U.

COACHING/COUNSELING

CONDUCT

Subject :

Failure to notify Supervision that (b) (6) did not have a flame retardant suit to use while working in the field.

Desired Performance :

To had all appropriate PPE with you a at all times.

Actual Performance :

On Tuesday (b) (6), (b) (7)(C) /2014, while contacting crews that were working Overtime. I contacted all of the Street Leaders that were working late to get an idea of what each crew had. While discussing (b) (6), (b) (7)(C) job located at 220 Linden St in Haddon Twp., (b) (6) mentioned that (b) (6) had a leaking bell joint and a hole in the main.

When I instructed (b) (6), (b) (7)(C) to make sure that the entire crew was suited up, (b) (6) informed me that (b) (6), (b) (7)(C) had just informed (b) (6), (b) (7)(C) that (b) (6) did not have a FR suit with (b) (6), (b) (7)(C). When I questioned (b) (6), (b) (7)(C) further, (b) (6) informed me that this was the second incident where (b) (6), (b) (7)(C) instructed (b) (6), (b) (7)(C) to scale a leaking joint and (b) (6), (b) (7)(C) informed (b) (6), (b) (7)(C) that (b) (6) did not have a FR suit with (b) (6), (b) (7)(C). I then asked (b) (6), (b) (7)(C) to provide the date on which the first incident occurred. (b) (6), (b) (7)(C) told me that (b) (6), (b) (7)(C) has not had a FR suit with (b) (6), (b) (7)(C) since (b) (6), (b) (7)(C) 2014, while they were working at 226 Tinder Box Evesham.

Upon a subsequent meeting, (b) (6), (b) (7)(C) informed me that (b) (6), (b) (7)(C) had not in fact had a suit since before 5-19. During that meeting, I asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) had made Supervision aware of that situation, and (b) (6), (b) (7)(C) had not. I also reminded (b) (6), (b) (7)(C) that we have had several safety stand downs, numerous huddles, and several safety presentations regarding FR suits and that it was (b) (6), (b) (7)(C) obligation to inform Management.

PERSONS ATTENDING:

RECORDED BY:

REFERRED TO:

(b) (6), (b) (7)(C)

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE	
LOCATION Audubon	DATE (b) (6), (b) (7)(C) /2014	TIME FROM 8:20 AM		TIME TO 9:30 PM	
SUBJECT OR PURPOSE (b) (6), (b) (7)(C) – Not following Direction					
PERSONS ATTENDING AND DETAILS					
<p>At 8:20AM, (b) (6), (b) (7)(C) approached me to “talk to me in private about a private issue”. I informed (b) (6), (b) (7)(C) that I could not meet with (b) (6), (b) (7)(C) in a closed door meeting without the Union. (b) (6), (b) (7)(C) then changed (b) (6), (b) (7)(C) story and told me that it was in regard to a “medical issue”. I asked (b) (6), (b) (7)(C) if it was personal and (b) (6), (b) (7)(C) said yes. I asked (b) (6), (b) (7)(C) if this was company related and (b) (6), (b) (7)(C) said no. (b) (6), (b) (7)(C) was very evasive. I assumed it was in regard to a prescription that (b) (6), (b) (7)(C) was taking, and I handed (b) (6), (b) (7)(C) a “prescription medical information form” to fill out. Then (b) (6), (b) (7)(C) once again changed (b) (6), (b) (7)(C) story and said that it was not for a prescription, and that (b) (6), (b) (7)(C) needed to see a Company Doctor for a personal reason. I informed (b) (6), (b) (7)(C) that I would have to check with the medical department to see whether the Doctors were in, and if they had time to see (b) (6), (b) (7)(C).</p> <p>Before calling (b) (6), (b) (7)(C) if the Doctors were available and could see (b) (6), (b) (7)(C) today, I instructed (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) would have to tell (b) (6), (b) (7)(C) what the issue was in order for me to allow (b) (6), (b) (7)(C) to see the Company Doctor. I told (b) (6), (b) (7)(C) that although we cannot ask about medical information, Management has to Ok visits to the Company Doctor. I told (b) (6), (b) (7)(C) to talk to (b) (6), (b) (7)(C) about the reason for the visit, and that I would then discuss the situation with (b) (6), (b) (7)(C) issue (b) (6), (b) (7)(C) a green card allowing (b) (6), (b) (7)(C) to see the Doctor, and I would direct (b) (6), (b) (7)(C) when it was ok to see (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) said ok.</p> <p>(b) (6), (b) (7)(C) had walked into the office, (b) (6), (b) (7)(C) would not provide a reason to either (b) (6), (b) (7)(C) or I why (b) (6), (b) (7)(C) wanted to see the doctor. I instructed (b) (6), (b) (7)(C) to call Sedgwick for a personal issue if (b) (6), (b) (7)(C) did not want to talk to (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) did not want to call Sedgwick. I offered (b) (6), (b) (7)(C) the number of a manager in the medical department who could help (b) (6), (b) (7)(C) since (b) (6), (b) (7)(C) was saying it was a personal issue and (b) (6), (b) (7)(C) would not let us provide (b) (6), (b) (7)(C) direction.</p> <p>At 9:15 AM, (b) (6), (b) (7)(C) asked me to stop up and speak to (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) then informed me that (b) (6), (b) (7)(C) had walked up into (b) (6), (b) (7)(C) office, on his own, without a green card, or speaking to me (b) (6), (b) (7)(C), and wanted to be seen by (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) then questioned (b) (6), (b) (7)(C) as to why (b) (6), (b) (7)(C) wanted to be seen. (b) (6), (b) (7)(C) was very evasive with (b) (6), (b) (7)(C), and changed (b) (6), (b) (7)(C) story several times before informing the doctor that (b) (6), (b) (7)(C) wanted to see (b) (6), (b) (7)(C) because of a dump truck seat.</p> <p>Upon meeting with (b) (6), (b) (7)(C), the (b) (6), (b) (7)(C) wanted to know who (b) (6), (b) (7)(C) is and what (b) (6), (b) (7)(C) was looking to do. I asked (b) (6), (b) (7)(C) to meet with us so we could both fill (b) (6), (b) (7)(C) in on (b) (6), (b) (7)(C) history. I explained to (b) (6), (b) (7)(C) about the discussion with (b) (6), (b) (7)(C) and the need to call (b) (6), (b) (7)(C) for a personal reason (See above). (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) was very elusive with why (b) (6), (b) (7)(C) was there and had managed to convince (b) (6), (b) (7)(C) into allowing (b) (6), (b) (7)(C) to see (b) (6), (b) (7)(C). However after speaking to (b) (6), (b) (7)(C) and after hearing several different versions of why (b) (6), (b) (7)(C) was there, (b) (6), (b) (7)(C) referred (b) (6), (b) (7)(C) back to local management. (b) (6), (b) (7)(C) told me that (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) did not report any injury on the job to management (Note – (b) (6), (b) (7)(C) has not submitted any injury report/preliminary report as to any injury on the job to management). (b) (6), (b) (7)(C) left (b) (6), (b) (7)(C) office and did not report back to local management.</p>					
REPORTED OR RECORDED BY (b) (6), (b) (7)(C)			DATE		
REFERRED TO (b) (6), (b) (7)(C)			DATE		

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION Audubon	DATE (b) (6), (b) (7)(C) /2014	TIME FROM 7:00 AM	TIME TO 7:30 AM

SUBJECT OR PURPOSE

Not following directions from (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) /14

PERSONS ATTENDING AND DETAILS

Attending – (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

ok.

Did you speak to (b) (6), (b) (7)(C) the morning of (b) (6), (b) (7)(C) Wednesday?

I don't remember.

You don't remember?

no.

Are you telling me that you don't remember talking to (b) (6), (b) (7)(C) two days ago?

I saw (b) (6), (b) (7)(C) about seeing (b) (6), (b) (7)(C).

Did you tell (b) (6), (b) (7)(C) you had a personal issue?

Who?

(b) (6), (b) (7)(C) we are not going to do this like this. Answer my questions.

Did you tell (b) (6), (b) (7)(C) you had a personal/private issue to discuss?

Yes, I wanted to see (b) (6), (b) (7)(C) it was personal.

Did you tell (b) (6), (b) (7)(C) you had a medical issue to discuss?

Yes I did.

(b) (6), (b) (7)(C)

Did (b) (6), (b) (7)(C) ask you if it was personal?

No (b) (6), (b) (7)(C) didn't.

What did you say?

I just wanted to talk to the doctor.

Did (b) (6), (b) (7)(C) ask you if the issue was company related?

No.

Are you sure?

I don't remember.

What did you tell (b) (6), (b) (7)(C)?

I don't remember.

Did you speak to (b) (6), (b) (7)(C)?

Yes I did.

Did (b) (6), (b) (7)(C) give you direction?

(b) (6), (b) (7)(C) told me to go back and see (b) (6), (b) (7)(C)

Did you?

Yes.

Did you go back to see (b) (6), (b) (7)(C) after seeing the (b) (6), (b) (7)(C)?

I think I saw (b) (6), (b) (7)(C) first.

Did (b) (6), (b) (7)(C) tell you that you could call Sedgwick with a personal issue?

yes.

Did you tell (b) (6), (b) (7)(C) that you did not want to do that?

No, I said I thought (b) (6), (b) (7)(C) should .

Did (b) (6), (b) (7)(C) supply you with contact numbers if you had a personal issue?

(b) (6), (b) (7)(C) gave me numbers.

Did you call anyone?

Yes.

What direction did they give you?

No direction, said they would get back to me.

Were you told to see local management?

not sure, don't remember.

Did you do that?

no.

(b) (6), (b) (7)(C) instructed you to see (b) (6), (b) (7)(C) in medical, get a time, and then see (b) (6), (b) (7)(C) for the green card and authorization, before seeing the doctor. Is that correct?

(b) (6), (b) (7)(C) I don't remember.

(b) (6), (b) (7)(C) you are taking notes, and not responding to my questions, you have union representation here, I don't want you delaying your answers to my questions. We have been through this.

(b) (6), (b) (7)(C) Did you follow (b) (6), (b) (7)(C) instructions?

(b) (6), (b) (7)(C) didn't tell me that.

Did you see the (b) (6), (b) (7)(C) before getting authorization from (b) (6), (b) (7)(C)?

Yes.

Why didn't you follow (b) (6), (b) (7)(C) instructions?

(b) (6), (b) (7)(C) didn't give me any instructions.

(b) (6), (b) (7)(C) did give you instructions.

Did the (b) (6), (b) (7)(C) examine you?

no.

did you speak to anyone in medical?

I called someone by phone.

Did you call (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C) about pain in your back from driving dump trucks?

Yes.

(b) (6), (b) (7)(C)

•
Did you report any specific injury?
No.

Do you have a workplace injury to report to me?
No.

Are you ok to work today? Have you been ok to work every day?
Yes.

Are you requesting to see a doctor due to an injury at work?
No, I just want to be checked out all over.

(b) (6), (b) (7)(C)

I am advising you that our conversation is noted and a worker's compensation claim will be opened to document your call and an investigation will be done. You will be contacted. In the meantime, if you feel you need medical treatment, you should pursue this through your medical insurance. If you are unable to work, you should follow the short term disability process. Do you understand?

(b) (6), (b) (7)(C)

Yes.

Are you working tomorrow, Saturday?
I don't know.

(b) (6), (b) (7)(C)

every answer and conversation we have does not need to be adversarial, I simply asked you if you were working.

(b) (6), (b) (7)(C)

ok, yes I am.

(b) (6), (b) (7)(C)

I am putting a coaching and counseling in your file for not following instructions on (b) (6), (b) (7)(C). You need to follow your supervisor's instructions. Do you understand?

(b) (6), (b) (7)(C)

Yes, but (b) (6), (b) (7)(C) didn't give me instructions.

I believe (b) (6), (b) (7)(C) did. I don't have anything else. Does anyone have anything else?
All - no.

(b) (6), (b) (7)(C)

Thank you.

REPORTED OR RECORDED BY

(b) (6), (b) (7)(C)

DATE

(b) (6), (b) (7)(C)/14

REFERRED TO

DATE

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE	
LOCATION Audubon	DATE (b) (6), (b) (7)(C)-2014	TIME FROM 1:00 PM		TIME TO 1:45 PM	

SUBJECT OR PURPOSE

Fact Finding – (b) (6), (b) (7)(C) contact with (b) (6), (b) (7)(C)

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) The purpose of today's meeting is to gather facts around incidents on (b) (6), (b) (7)(C)/14.
Ok.

Who was on your crew on (b) (6), (b) (7)(C)?

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

Where were you working?

Sylvan Ave, Haddon Heights.

Tell me about that day.

Got to the job, directed the crew, tailboarded, ppe, they already had their coffee, (b) (6), (b) (7)(C) was doing something, getting something on the driver's side of the truck, something was going on between those two and (b) (6), (b) (7)(C) stumbled off of the back of the truck, (b) (6), (b) (7)(C) was on the driver's side running board. We then checked the area, all were out of the truck. (b) (6), (b) (7)(C) confronted me about what I was writing in my book, I told (b) (6), (b) (7)(C) was writing about the job, (b) (6), (b) (7)(C) went to the truck for 10 minutes, came back, we had general discussion, then (b) (6), (b) (7)(C) started in on me about the leak clamp again and wouldn't stop.

Where were you when (b) (6), (b) (7)(C) was on the truck?

On passenger side running board, it's lower.

Did you have any discussions with (b) (6), (b) (7)(C)?

No.

Did you witness any physical contact between them?

No, but when (b) (6), (b) (7)(C) came off of the truck (b) (6), (b) (7)(C) was very upset, I saw (b) (6), (b) (7)(C) fall back.

Did you see (b) (6), (b) (7)(C) punch (b) (6), (b) (7)(C)?

No.

Did you see (b) (6), (b) (7)(C) grab (b) (6), (b) (7)(C) by the vest and pull (b) (6), (b) (7)(C) by the vest off of the running board?

I saw (b) (6), (b) (7)(C) vest get tugged and saw (b) (6), (b) (7)(C) stumble back, (b) (6), (b) (7)(C) a big (b) (6), (b) (7)(C) it takes a lot to pull (b) (6), (b) (7)(C) off the truck.

What did you do then?

I didn't know what was going on. Afterwards that is when (b) (6), (b) (7)(C) was asking me what I was writing in my book.

Were those 2 left alone after you saw the tug?

For a short time, I got off of the truck, and went around the truck. (b) (6), (b) (7)(C) said to (b) (6), (b) (7)(C) that if you ever do that again that will be the last time you do it, with other words.

- Why didn't you report this to us?

I didn't think anything of it at the time, I didn't know all of what was going on.

- Where were you between the time you got to the job, and (b) (6), (b) (7)(C) was tugged off of the running board?
on the passenger side of the truck.

- What did (b) (6), (b) (7)(C) say to (b) (6), (b) (7)(C)?

Don't ever touch me like that again.

- You state that you saw the tug of the vest. You couldn't see a hand?

I was blocked, but the vest was definitely tugged, had to be.

- Anyone else on the crew, at the truck?

No.

- So, just the 3 of you?

Yes.

- And (b) (6), (b) (7)(C) was on the other side of the truck with (b) (6), (b) (7)(C)?

Yes.

- Did you see any other physical contact between (b) (6), (b) (7)(C)?

No.

- Did (b) (6), (b) (7)(C) talk to you about what happened and the altercation?

They had something going on between the two of them. (b) (6), (b) (7)(C) said they had something happen between them.

(b) (6), (b) (7)(C) Did you witness anything between the two of them on the (b) (6), (b) (7)(C)?
I heard they were arguing.

- Anything else happen on (b) (6), (b) (7)(C)?
(b) (6), (b) (7)(C) told me that later on, after, that (b) (6), (b) (7)(C) came up to (b) (6), (b) (7)(C) and was trying to justify what went down between them, saying that (b) (6), (b) (7)(C) kept saying to (b) (6), (b) (7)(C) 'it was just a tap and a light pull, right (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) told me that (b) (6), (b) (7)(C) thought (b) (6), (b) (7)(C) was recording (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) kept repeating (b) (6), (b) (7)(C) I'm sorry, I'm nervous here.

(b) (6), (b) (7)(C) - That is ok. Just be honest.

I want to clarify again - you saw the vest get tugged (b) (6), (b) (7)(C) is a big (b) (6), (b) (7)(C) and got pulled off of the back of the truck - was it a violent pull or light?

(b) (6), (b) (7)(C) Yes, (b) (6), (b) (7)(C) a big (b) (6), (b) (7)(C) had a lot of contact with the truck that I could see, (b) (6), (b) (7)(C) got pulled off, it had to be a violent pull.

(b) (6), (b) (7)(C) - And right after that when you walked around?

(b) (6), (b) (7)(C) was in (b) (6), (b) (7)(C) ear, but stopped when I got close. (b) (6), (b) (7)(C) always does that when two people are around. (b) (6), (b) (7)(C) will only confront one at a time.

(b) (6), (b) (7)(C) - Do you know of any other instances between the two?
(b) (6), (b) (7)(C) antagonizes (b) (6), (b) (7)(C) all time.

(b) (6), (b) (7)(C)

Anything physical that you witnessed in the past?

No.

(b) (6), (b) (7)(C)

anything to add or ask?

No.

(b) (6), (b) (7)(C)

anything else to add?

I was on the running board, it is lower, due to the fuel tank, (b) (6), (b) (7)(C) is tall, and (b) (6), (b) (7)(C) didn't fall off by (b) (6), (b) (7)(C); something pulled (b) (6), (b) (7)(C) off.

(b) (6), (b) (7)(C)

Anything else?

All - no.

Note - (b) (6), (b) (7)(C) Leaves the room, (b) (6), (b) (7)(C) reads (b) (6), (b) (7)(C) notes, and asks (b) (6), (b) (7)(C) to bring (b) (6), (b) (7)(C) back in again.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

we are still in the fact finding, I want to clarify a few points, about where everyone was when (b) (6), (b) (7)(C) was pulled from the truck.

(b) (6), (b) (7)(C)

Where were you?

I was on the passenger side of the truck, on the running board, on the bottom step.

Front door open on your side?

Yes.

Back door on your side?

closed.

(b) (6), (b) (7)(C)

was where?

Opposite side in the back, on the running board.

Higher than you?

yes.

Where was (b) (6), (b) (7)(C)?

Opposite side of the truck.

Doors on the other side?

Driver's side back door open, (b) (6), (b) (7)(C) standing there, and tugged off.

thank you. Anything else?

All - no.

REPORTED OR RECORDED BY

(b) (6), (b) (7)(C)

DATE

(b) (6), (b) (7)(C) 2014

REFERRED TO

DATE

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION Audubon	DATE (b) (6), (b) (7)(C)-2014	TIME FROM 2:30 PM	TIME TO 3:00 PM

SUBJECT OR PURPOSE

Fact Finding – (b) (6), (b) (7)(C) contact with (b) (6), (b) (7)(C)

PERSONS ATTENDING AND DETAILS

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) The purpose of today's meeting is to gather facts around incidents on (b) (6), (b) (7)(C) 14. ok.

What crew were you on (b) (6), (b) (7)(C) Tuesday?

(b) (6), (b) (7)(C)

Who else was on the crew?

(b) (6), (b) (7)(C)

Where were you working?

I don't remember the street.

Tell me about the day.

Just had a day.

Anything in particular stand out from that day?

(shakes head no).

Did you have conversations with (b) (6), (b) (7)(C) that day?

Me and (b) (6), (b) (7)(C) always talk, and with (b) (6), (b) (7)(C)

What did you talk to (b) (6), (b) (7)(C) about?

Work and personal stuff. Why?

Did you have a verbal altercation with (b) (6), (b) (7)(C) that day?

Nope, me and (b) (6), (b) (7)(C) always get along.

Did you have any physical contact with (b) (6), (b) (7)(C) that day?

Nope. Only when (b) (6), (b) (7)(C) was getting out of the truck and fell back a little bit.

Where was that on the truck?

I guess when (b) (6), (b) (7)(C) got out of the truck (b) (6), (b) (7)(C) didn't see me behind (b) (6), (b) (7)(C)

You were behind (b) (6), (b) (7)(C)

yes.

Did you punch (b) (6), (b) (7)(C)

Nope.

(b) (6), (b) (7)(C)

Did you pull (b) (6), (b) (7)(C) by the vest and off of the running board and the truck?
No I did not.

Where were you?

(b) (6), (b) (7)(C) was in my back door and doing something and I was behind (b) (6), (b) (7)(C).

Where was (b) (6), (b) (7)(C)?

Opposite side of the truck on the ground, (b) (6), (b) (7)(C) wasn't able to see anything at all, until (b) (6), (b) (7)(C) headed around the truck and (b) (6), (b) (7)(C) was speaking about something.

(b) (6), (b) (7)(C)

- Did you have a conversation with (b) (6), (b) (7)(C) after that?

- Me and (b) (6), (b) (7)(C) talked, all day pretty much.

- Did you record your conversation with (b) (6), (b) (7)(C)?

- I don't think so, no, maybe (b) (6), (b) (7)(C) did.

- Did you have a conversation with (b) (6), (b) (7)(C) after (b) (6), (b) (7)(C) came off of the truck?

- (b) (6), (b) (7)(C) was talking about transfers.

- Did (b) (6), (b) (7)(C) say anything to you after (b) (6), (b) (7)(C) came off of the truck?

- Me and (b) (6), (b) (7)(C) just talked, we get along.

- Did you talk to (b) (6), (b) (7)(C) about how (b) (6), (b) (7)(C) came off of the truck?

- I don't remember, I let it all go.

- You told me that you had no physical contact with (b) (6), (b) (7)(C) correct?

- Only when (b) (6), (b) (7)(C) fell off of the truck, maybe that is when (b) (6), (b) (7)(C) thought (b) (6), (b) (7)(C) got punched.

- (b) (6), (b) (7)(C) anything?

- no.

- (b) (6), (b) (7)(C) anything else?

- There was another (b) (6), (b) (7)(C) out there near the job, that I know, maybe (b) (6), (b) (7)(C) saw something.

- Anything else?

All - no.

REPORTED OR RECORDED BY

(b) (6), (b) (7)(C)

DATE

(b) (6), (b) (7)(C) 2014

REFERRED TO

DATE

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)		FILE	
LOCATION Audubon	DATE (b) (6), (b) (7)(C)-2014	TIME FROM 8:00AM	TIME TO 9:18AM		
SUBJECT OR PURPOSE Fact Finding – (b) (6), (b) (7)(C) recording conversations					
PERSONS ATTENDING AND DETAILS					
(b) (6), (b) (7)(C)					
<p>The purpose of today's meeting is to gather facts around allegations that (b) (6), (b) (7)(C) is recording conversations.</p> <p>(b) (6), (b) (7)(C) Can you tell me about the incident that happened on (b) (6), (b) (7)(C) 14 while working with (b) (6), (b) (7)(C) and with (b) (6), (b) (7)(C)</p> <p>Yes, in the morning everything went really well. When we finished the job, we got in the truck to move to the next job. But (b) (6), (b) (7)(C) had to finish doing (b) (6), (b) (7)(C) paperwork, that's when (b) (6), (b) (7)(C) said "you being my (b) (6), (b) (7)(C) and everything, I need to ask you a few questions. I need to ask you about that clamp incident. Did you or did you not tell me to leave the clamp for the Stand By (the relief) crew? How did (b) (6), (b) (7)(C) answer that question?</p> <p>Things got really uncomfortable and tense, then (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) this incident happened in the past, and I do not want to discuss this issue. It is a dead topic." Then (b) (6), (b) (7)(C) kept asking (b) (6), (b) (7)(C) over and over again. (b) (6), (b) (7)(C) said it at least 5 times. Each time (b) (6), (b) (7)(C) refused to answer (b) (6), (b) (7)(C) and kept saying it is a dead issue.</p> <p>– Then what happened?</p> <p>– The total mood changed from then on, and (b) (6), (b) (7)(C) got out of the truck to try and defuse the situation. After that, the mood went into a hostile/uncomfortable work environment. Then we headed to the next job, and all communication stopped. When we got to the second job, (b) (6), (b) (7)(C) conducted a tailboard.</p> <p>– Then what happened?</p> <p>– Whenever it is just (b) (6), (b) (7)(C) and I, I am constantly questioned about the clamp incident, and every other conversation (b) (6), (b) (7)(C) and I have had. (b) (6), (b) (7)(C) just can't let it go. (b) (6), (b) (7)(C) constantly asks me, why are you (b) (6), (b) (7)(C) talking about me? Why is my name being mentioned? This goes on all day. It is excruciatingly uncomfortable trying to work with (b) (6), (b) (7)(C). No matter what crew it is, or whoever is the foreman. Whenever the crew make up is me, (b) (6), (b) (7)(C) - it is a toxic mixture. (b) (6), (b) (7)(C) has it in for (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) is paranoid about (b) (6), (b) (7)(C) being a (b) (6), (b) (7)(C), and says that (b) (6), (b) (7)(C) works for you (b) (6), (b) (7)(C) to help set (b) (6), (b) (7)(C) up.</p> <p>– What happened next?</p> <p>– Then (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) point blank, "are you working with (b) (6), (b) (7)(C) against me?"</p> <p>– How did (b) (6), (b) (7)(C) answer that question?</p> <p>– F _ _ _ no (b) (6), (b) (7)(C) said, then (b) (6), (b) (7)(C) tried to ask (b) (6), (b) (7)(C) another question. Can you go in with (b) (6), (b) (7)(C) and just discuss things without another Union official there to resolve it?</p> <p>– How did (b) (6), (b) (7)(C) answer that question?</p> <p>– That's when it became even more uncomfortable. In my opinion, I think that there was a phone or tape recorder involved. (b) (6), (b) (7)(C) and I are always careful about what we say whenever we are around (b) (6), (b) (7)(C) because we both think (b) (6), (b) (7)(C) is recording conversations. (b) (6), (b) (7)(C) usually tells (b) (6), (b) (7)(C) if you don't trust or believe me, you have the right to call another Union (b) (6), (b) (7)(C) call (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C)</p> <p>– Do you have anything else to add?</p> <p>– Yes, there was a moment between (b) (6), (b) (7)(C) & I that same day. (b) (6), (b) (7)(C) punched me in the right shoulder when I had my back to (b) (6), (b) (7)(C). In my opinion it was way too hard to just be a friendly gesture or messing around.</p> <p>– Did anyone witness this?</p>					

(b) (6), (b) (7)(C)

No

Then what happened?

I turned around and said "YO STOP". Then a few minutes later I was standing on the running board of the truck in the back drivers side doorway. (b) (6), (b) (7)(C) was standing on the running board on the front passenger side of the truck. My back was turned to (b) (6), (b) (7)(C) was standing on the ground. That's when (b) (6), (b) (7)(C) grabbed me by the vest and ripped me off the truck very violently.

Did (b) (6), (b) (7)(C) witness this?

Yes (b) (6), (b) (7)(C) did. (b) (6), (b) (7)(C) saw the whole thing.

Then what happened?

I slammed the back door of the truck and told (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) ever F_____ touch me again, I will lay you the f_____ out.

Did (b) (6), (b) (7)(C) say anything?

(b) (6), (b) (7)(C) facial expression changed and (b) (6), (b) (7)(C) looked scared.

That happened that same day correct?

Yes, that same day on that same jobsite.

Then what happened?

I walked away from (b) (6), (b) (7)(C) and walked to the back of the truck. Then I went back to work.

Did you feel threatened by (b) (6), (b) (7)(C) actions?

Not threatened, more hostile. I feel that this is related to (b) (6), (b) (7)(C) paranoia about (b) (6), (b) (7)(C) and I having conversations about (b) (6), (b) (7)(C).

Then what happened?

I tried to defuse the situation by walking away. (b) (6), (b) (7)(C) came over to me and asked me "what's wrong? What you just said to me, are you serious? I said yes I'm serious.

Then what happened?

(b) (6), (b) (7)(C) panicked and went back to the truck. I think (b) (6), (b) (7)(C) went to grab (b) (6), (b) (7)(C) phone to record our conversation. (b) (6), (b) (7)(C) left the area and walked away in order to allow us time to cool down. Then (b) (6), (b) (7)(C) came back and said (b) (6), (b) (7)(C), when I tapped you and tugged on your vest you know I was just messing right?" I replied "no (b) (6), (b) (7)(C) you punched me and ripped me off the running board of the truck". Then (b) (6), (b) (7)(C) said "no (b) (6), (b) (7)(C) that's not what happened, I tapped you and when I pulled you off the truck I was just playing".

At that time; do you think the conversation was being recorded?

Yes I do

Have you ever seen a phone or tape recorder out in the open?

Yes (b) (6), (b) (7)(C) leaves (b) (6), (b) (7)(C) phone out all the time. (b) (6), (b) (7)(C) always has it with (b) (6), (b) (7)(C) demeanor and (b) (6), (b) (7)(C) tone makes me feel like I am being interrogated in court, and I am very uncomfortable by that.

Why do you say that?

(b) (6), (b) (7)(C) has a major problem with authority, and (b) (6), (b) (7)(C) does not like being told what to do. An example is when we put out the cones or signs. I know I have to put them out on every job. So when we arrive at the job, I just get out and start putting them out. (b) (6), (b) (7)(C) will say, "did the Street Leader tell you to do that"? I said yes, (b) (6), (b) (7)(C) just told both of us in the huddle. (b) (6), (b) (7)(C) will say, "no (b) (6), (b) (7)(C) didn't, put them back". (b) (6), (b) (7)(C) contaminates the communication out on the job, and it effects safety. (b) (6), (b) (7)(C) makes it hard for all the crew members to work, and makes it a very hostile work environment. That makes for a long day.

Anything else?

Yes, I would like to give you another example if I can.

Please do.

I was never really questioned about that clamp incident. But my opinion of that incident is that (b) (6), (b) (7)(C) intentionally left that clamp loose to leave a leak and to try and make (b) (6), (b) (7)(C) look bad. The way (b) (6), (b) (7)(C) put the second nut on the bolt for the wire, made it appear to be ready to backfill. By seeing the second nut on the clamp, anyone could have easily thought it was ready to be backfilled and would not have checked it. But (b) (6), (b) (7)(C) told me to double check it. It was a good thing, because when I went to shock it with a hammer to re-torch it, the clamp shifted. After I saw that it was still loose, I looked up at (b) (6), (b) (7)(C) was in the other truck and as I looked up at (b) (6), (b) (7)(C) beeped the horn three times and looked

(b) (6), (b) (7)(C)

at me like to say – you better not tell.

Do you have anything else you would like to add?

No

REPORTED OR RECORDED BY

(b) (6), (b) (7)(C)

DATE

(b) (6), (b) (7)(C) 2014

REFERRED TO

(b) (6), (b) (7)(C)

DATE

(b) (6), (b) (7)(C) 2014

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION Audubon	DATE (b) (6), (b) (7)(C) -2014	TIME FROM 3:30 PM	TIME TO
SUBJECT OR PURPOSE (b) (6), (b) (7)(C) - Suspension			
PERSONS ATTENDING AND DETAILS (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), you are suspended immediately without pay. The Company will be in touch with you to follow up. I would like your Company ID, any keys, and phone. (b) (6), (b) (7)(C) Gives (b) (6), (b) (7)(C) ID, states has no keys or phone. We'll get any personal stuff that you want from your locker, I'll escort you. I don't have any personal stuff to get, my work bag is in truck, and I'll get it when I get back. I do not want you to ride by any PS jobsites. I do not want you to stop at any PS jobsites, or talk to anyone on jobs. I do not want you to ride by or visit any PS employee's personal residences. I do not want you to call any PS employees other than (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) What if someone calls me? Then don't answer? It's my personal phone, you can't tell me what to do. (b) (6), (b) (7)(C), then answer or don't answer, but I am telling you not to call anyone. (b) (6), (b) (7)(C) speak for a few minutes. (b) (6), (b) (7)(C) goes to (b) (6), (b) (7)(C) locker to change (b) (6), (b) (7)(C) boots and to use the bathroom (b) (6), (b) (7)(C) in the vicinity and Corp Security nearby. (b) (6), (b) (7)(C) then goes to (b) (6), (b) (7)(C) personal vehicle and leaves the property.			
REPORTED OR RECORDED BY (b) (6), (b) (7)(C)		DATE (b) (6), (b) (7)(C) -2014	
REFERRED TO		DATE	

From: (b) (6), (b) (7)(C)
Sent: Tuesday, June 10, 2014 9:04 AM
To: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

Agree –
Capture the C&C in (b) (6), (b) (7)(C) PD log, and the information below in a mtg record.

Thank you,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) - Gas Distribution
Southern Region
(O) (b) (6), (b) (7)(C)
(C)

From: (b) (6), (b) (7)(C)
Sent: Tuesday, June 10, 2014 8:58 AM
To: (b) (6), (b) (7)(C)
Subject: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

FYI - Last night while questioning (b) (6), (b) (7)(C) about working OT, (b) (6), (b) (7)(C) mentioned that (b) (6), (b) (7)(C) did not have (b) (6), (b) (7)(C) flame retardant suit with (b) (6), (b) (7)(C). When I asked (b) (6), (b) (7)(C) why, (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) has not had a suit with (b) (6), (b) (7)(C) since May 19th, 2014. That was when (b) (6), (b) (7)(C) got moved from (b) (6), (b) (7)(C) crew to (b) (6), (b) (7)(C) crew.

I had (b) (6), (b) (7)(C) in this morning to ask (b) (6), (b) (7)(C) about why (b) (6), (b) (7)(C) did not have a suit with (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) had turn in (b) (6), (b) (7)(C) original suit for cleaning, but did not remember when that was. When I asked (b) (6), (b) (7)(C) if it was before the altercation regarding the dump truck the day with (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) did not recall that either. (b) (6), (b) (7)(C) is obviously playing games here again. After going over the things that happened that day in detail (b) (6), (b) (7)(C) started to remember. I am going to coach and council (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) failure to have a flame retardant suit with (b) (6), (b) (7)(C) at all times, and failure to inform management.

(b) (6), (b) (7)(C) once again claims that everyone else is picking on (b) (6), (b) (7)(C) and reporting every little thing (b) (6), (b) (7)(C) does to make (b) (6), (b) (7)(C) life miserable. So I gave (b) (6), (b) (7)(C) the opportunity to tell me why (b) (6), (b) (7)(C) has issues with so many different employees, and why employees in two different shops have had altercations with (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) was unable to answer, and was unwilling to tell me what we could do together to stop all the game playing. I explained to (b) (6), (b) (7)(C) that I really want (b) (6), (b) (7)(C) to just come in and go to work without all of the disruptions. I told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) makes things into major issues, not everyone else. All (b) (6), (b) (7)(C) keeps bringing up is the seat on the dump truck. I explained to (b) (6), (b) (7)(C) that that is (b) (6), (b) (7)(C) trying to shift the focus of why (b) (6), (b) (7)(C) is here on something else. I explained to (b) (6), (b) (7)(C) that we are extremely busy and do not have time for all of the nonsense day after day week after week.

I told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) is a constant disruption to our entire department and to our operation, and (b) (6), (b) (7)(C) behavior would not be tolerated. (b) (6), (b) (7)(C) needs to figure out how to get along with (b) (6), (b) (7)(C) peers and must follow all Company policies and procedures. I made (b) (6), (b) (7)(C) an issue ticket for a back-up suit since (b) (6), (b) (7)(C) second personal suite was ruined by the laundry company.

Thanks

(b) (6), (b) (7)(C)

Audubon Gas Distribution

Office (b) (6), (b) (7)(C)

Cell (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 19, 2014 11:03 AM
To: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Conduct (b) (6), (b) (7)(C) Mtg & Conduct (b) (6), (b) (7)(C)

Thanks – Can I call you, I want (b) (6), (b) (7)(C) to know what is going on also as (b) (6) called (b) (6), (b) (7)(C) office and stated it was work related, when all that he told (b) (6) was that it was personal. I think (b) (6) should know this, that even when (b) (6) asked (b) (6), (b) (7)(C) stated that it was not. Before (b) (6) tells me to take (b) (6), (b) (7)(C) to the doctor.

What do you think.

I am in Aud and can call you or vica versa

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 19, 2014 10:59 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Conduct (b) (6), (b) (7)(C) Mtg & Conduct (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Thanks for the info. Based on (b) (6), (b) (7)(C) current level of discipline, I will review this with IR this afternoon and set up an consensus call to decide next steps.

(b) (6), (b) (7)(C)

Gas Delivery - Appliance Service Field Operations
Office - (b) (6), (b) (7)(C)
Cell - (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)@pseg.com

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 19, 2014 10:48 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: (b) (6), (b) (7)(C) - Conduct (b) (6), (b) (7)(C) Mtg & Conduct (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Attached are (b) (6), (b) (7)(C) PD log.

<< File: SCAN1180.PDF >>

Documentation of 2 more conduct issues –

1 – Not having (b) (6), (b) (7)(C) appropriate PPE with (b) (6), (b) (7)(C) at all times (which (b) (6), (b) (7)(C) was c/c'd for), but also being continually evasive which we should discuss.

2- Not following (b) (6), (b) (7) direction on (b) (6), (b) (7) - working (b) (6), (b) (7) way in to see (b) (6), (b) (7)(C) without (b) (6), (b) (7) clearance, not following up with supervision, and again being continually evasive.

<< File (b) (6), (b) (7)(C) Meeting Flame Suit (b) (6), (b) (7) 14.doc >> << File: SCAN1351.PDF >> << File: (b) (6), (b) (7)(C) Meeting Record (b) (6), (b) (7) 2014.doc >>

Note – I have to call (b) (6), (b) (7)(C) as it appears (b) (6) may be trying to put a WC claim in for something that (b) (6) has not reported to us, which I now extremely concerned about. It just appears to me that once the first NLRB denial came in, we once again have to deal with these issues again and more avenues (b) (6) tries to disrupt the organization (another NLRB, more evasiveness now bringing in something medical?)

Thank you,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) - Gas Distribution
Southern Region
(O) (b) (6), (b) (7)(C)
(C)

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 19, 2014 7:59 PM
To: (b) (6), (b) (7)(C)
Subject: Re: Voicemail (b) (6), (b) (7)(C)

Ok. I will try to remember to ask (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) examined (b) (6), (b) (7)(C) may have told (b) (6), (b) (7)(C) Got it.
Thank you,

Sent using BlackBerry

— Original Message —

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 19, 2014 07:54 PM
To: (b) (6), (b) (7)(C)
Subject: Re: Voicemail (b) (6), (b) (7)(C)

Ok sounds good. I will call you sometime after 10

— Original Message —

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 19, 2014 07:54 PM
To: (b) (6), (b) (7)(C)
Subject: Re: Voicemail (b) (6), (b) (7)(C)

Ok. That's what (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C).
Thank you,

Sent using BlackBerry

— Original Message —

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 19, 2014 07:51 PM
To: (b) (6), (b) (7)(C)
Subject: Re: Voicemail (b) (6), (b) (7)(C)

Good, at least something went our way. But (b) (6), (b) (7)(C) told me (b) (6), (b) (7)(C) did not and would not examine (b) (6), (b) (7)(C)

— Original Message —

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 19, 2014 05:49 PM
To: (b) (6), (b) (7)(C)
Subject: Fw: Voicemail (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) saved us
Thank you,

Sent using BlackBerry

— Original Message —

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 19, 2014 05:45 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: Re: Voicemail (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Per my voicemail, I will include this in my fact finding / discussion with (b) (6), (b) (7)(C) tomorrow. I also need to ask why (b) (6), (b) (7)(C) didn't follow instructions that day to report to local management as well as other issues with (b) (6), (b) (7)(C) conduct that day. Thank you for very much for the response. I copied (b) (6), (b) (7)(C) also as (b) (6), (b) (7)(C) and I spoke today. We can talk tomorrow. Thank you,

Sent using BlackBerry

— Original Message —

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 19, 2014 05:25 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: Voicemail (b) (6), (b) (7)(C)

Hi, (b) (6), (b) (7)(C) Sorry I wasn't able to reach out earlier today by phone. One of those days. I heard your voicemail and I spoke with (b) (6), (b) (7)(C) as well. My understanding is that the employee reported yesterday, June 18, 2014, that (b) (6), (b) (7)(C) was having (b) (6), (b) (7)(C) which (b) (6), (b) (7)(C) is attributing to driving a PSEG truck. (b) (6), (b) (7)(C) has never reported any specific injury. (b) (6), (b) (7)(C) apparently was examined by (b) (6), (b) (7)(C) yesterday and (b) (6), (b) (7)(C) made this same allegation to the doctor.

My recommendations:

1. If you have not already done so, document the conversations that took place yesterday regarding the employee's allegations.
2. Advise the employee that (b) (6), (b) (7)(C) allegations have been noted and a workers' compensation claim is being opened to document our investigation. In the meantime, (b) (6), (b) (7)(C) feels (b) (6), (b) (7)(C) needs medical treatment, (b) (6), (b) (7)(C) must pursue it through (b) (6), (b) (7)(C) medical insurance. If (b) (6), (b) (7)(C) is unable to work, (b) (6), (b) (7)(C) must follow the short term disability process.
3. Report (b) (6), (b) (7)(C) allegation to Sedgwick as a reported workers' comp claim. The matter will be investigated by Sedgwick to determine if there is a basis to accept the employee's allegations. This is the usual process for these situations so we should maintain the process in this case as well. Frankly, based on the limited information I have at this point, I do not see a basis for us to accept this as compensable. The right thing to do, however, is to document the allegation, our review and our decision.

I will notify our claims manager at Sedgwick that this claim is going to be reported so that (b) (6), (b) (7)(C) is aware of the circumstances. Thanks

DISCLAIMER: No opinion is offered as to OSHA recordability.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Telephone (b) (6), (b) (7)(C)

Cell Phone (b) (6), (b) (7)(C)

Fax 973-642-0760

PSEG Services Corporation

80 Park Plaza, 2C

Newark, NJ 07101

—Original Message—

From: (b) (6), (b) (7)(C)

Sent: Wednesday, June 18, 2014 2:58 PM

To: (b) (6), (b) (7)(C)

Cc: (b) (6), (b) (7)(C)

Subject: RE: Voicemail

(b) (6), (b) (7)(C)

We can speak tomorrow.

Thank you,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) - Gas Distribution

Southern Region

(O) (b) (6), (b) (7)(C) 1

(C) (b) (6), (b) (7)(C)

—Original Message—

From: (b) (6), (b) (7)(C)

Sent: (b) (6), (b) (7)(C)

Pagidas, Vicky

Cc: (b) (6), (b) (7)(C)

Subject: RE: Voicemail

(b) (6), (b) (7)(C)

After speaking with (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) would prefer to speak with you directly regarding this situation.

(b) (6), (b) (7)(C)

Please see message below.

Thanks

(b) (6), (b) (7)(C).

(b) (6), (b) (7)(C)

Audubon Gas Distribution

Office (b) (6), (b) (7)(C)

Cell (b) (6), (b) (7)(C)

—Original Message—

From: (b) (6), (b) (7)(C)

Sent: Wednesday, June 18, 2014 1:55 PM

To: (b) (6), (b) (7)(C)

Cc: (b) (6), (b) (7)(C)

Subject: Voicemail

Hi, (b) (6), (b) (7)(C) I just heard your voicemail on my cell phone. I am out in Long Island today for meetings. I will do my best to call you back later today or early tomorrow. If it is urgent, please reach out to (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C) Thanks!

Sent from my iPhone

From: (b) (6), (b) (7)(C)
Sent: Wednesday, July 16, 2014 7:29 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: Claim - (b) (6), (b) (7)(C) - Date of Loss: (b) (6), (b) (7)(C) 2014 - WC

(b) (6), (b) (7)(C)

I spoke with (b) (6), (b) (7)(C) this morning. (b) (6) received the information from (b) (6), (b) (7)(C) (b) (6) stated that (b) (6) "s good". I asked (b) (6) if (b) (6) needs to speak with anyone further and (b) (6) said "no".

Thank you,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) - Gas Distribution
Southern Region
(O) (b) (6), (b) (7)(C)
(C) (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Tuesday, July 15, 2014 3:52 PM
To: (b) (6), (b) (7)(C)
Subject: FW: Claim (b) (6), (b) (7)(C) - Date of Loss: (b) (6), (b) (7)(C) 2014 - WC
Importance: High

Good Afternoon (b) (6), (b) (7)(C)

This is just a follow up to our conversation. Sedgwick has been unsuccessfully with getting in touch with this employee. Please have the employee reach out to the examiner below.

(b) (6), (b) (7)(C)
Sedgwick Claims Management Services, Inc.
Phone: (b) (6), (b) (7)(C)

Thank you,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) - (b) (6), (b) (7)(C)
PSEG Services Corporation
80 Park Plaza T2, Newark, NJ 07102
Telephone (b) (6), (b) (7)(C) - Fax 973-642-0760

From: (b) (6), (b) (7)(C)
Sent: Thursday, July 10, 2014 1:37 PM
To: (b) (6), (b) (7)(C)

Cc: HR Medical

Subject: RE: Claim (b) (6), (b) (7)(C) - Date of Loss: (b) (6), (b) (7)(C) 2014 - WC

(b) (6), (b) (7)(C) - call the employee's supervisor and manager and let them know that the employee is returning (b) (6), (b) (7)(C) calls. Please ask them to direct the employee to call (b) (6), (b) (7)(C) and give them (b) (6), (b) (7)(C) number.

DISCLAIMER: No opinion is offered as to OSHA recordability.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Telephone (b) (6), (b) (7)(C)

Cell Phone (b) (6), (b) (7)(C)

Fax 973-642-0760

PSEG Services Corporation

80 Park Plaza, 2C

Newark, NJ 07101

From: (b) (6), (b) (7)(C) [mailto:(b) (6), (b) (7)(C)@sedgwickcms.com]

Sent: Thursday, July 10, 2014 9:11 AM

To: (b) (6), (b) (7)(C)

Cc: HR Medical

Subject: RE: Claim (b) (6), (b) (7)(C) - Date of Loss: (b) (6), (b) (7)(C) 2014 - WC

Hi (b) (6), (b) (7)(C)

This is the number I have for (b) (6), (b) (7)(C) and I left (b) (6), (b) (7)(C) three messages without a return call. I also sent (b) (6), (b) (7)(C) a letter. Maybe (b) (6), (b) (7)(C) doesn't want to talk to me.

(b) (6), (b) (7)(C)

Sedgwick Claims Management Services, Inc.

Phone: (b) (6), (b) (7)(C)

Fax: 215-231-3800

E-mail: (b) (6), (b) (7)(C)@sedgwickcms.com

From: (b) (6), (b) (7)(C) [mailto:(b) (6), (b) (7)(C)@pseg.com]

Sent: Tuesday, July 08, 2014 3:58 PM

To: (b) (6), (b) (7)(C)

Cc: HR Medical

Subject: RE: Claim (b) (6), (b) (7)(C) - Date of Loss: (b) (6), (b) (7)(C) 2014 - WC

(b) (6), (b) (7)(C) Please try to reach (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C).

Thank you,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

PSEG Services Corporation

80 Park Plaza T2, Newark, NJ 07102

Telephone (b) (6), (b) (7)(C) - Fax 973-642-0760

From: (b) (6), (b) (7)(C) [mailto:(b) (6), (b) (7)(C)@sedgwickcms.com]
Sent: Tuesday, July 08, 2014 1:37 PM
To: (b) (6), (b) (7)(C)
Cc: HR Medical
Subject: Claim (b) (6), (b) (7)(C) - Date of Loss: (b) (6), (b) (7)/2014 - WC
Importance: High

I have been unable to make contact with this employee via phone or mail.

(b) (6), (b) (7)(C)
Sedgwick Claims Management Services, Inc.
Phone: (b) (6), (b) (7)(C)
Fax: 215-231-3800
E-mail: (b) (6), (b) (7)(C)@sedgwickcms.com

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Sedgwick's messaging system has detected that you, as the email recipient, use an email system that supports and enables Transport Layer Security (TLS) email encryption. This message and its contents were transmitted securely to this recipient's email gateway via industry-standard TLS encryption.

From: (b) (6), (b) (7)(C)
Sent: Friday, October 10, 2014 9:41 AM
To: (b) (6), (b) (7)(C)
Subject: RE: PSEG ER Matter (b) (6), (b) (7)(C)

Yes. I am looking for a conference room now. The numbers have been changed, so trying to determine the appropriate room to reserve

From: (b) (6), (b) (7)(C)
Sent: Friday, October 10, 2014 9:40 AM
To: (b) (6), (b) (7)(C)
Subject: RE: PSEG ER Matter (b) (6), (b) (7)(C)

Is there somewhere on 10 we can meet for this?

——Original Appointment——
From: (b) (6), (b) (7)(C)
Sent: Friday, October 10, 2014 8:35 AM
To: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Subject: PSEG ER Matter (b) (6), (b) (7)(C)
When: Friday, October 10, 2014 10:00 AM-10:30 AM (UTC-05:00) Eastern Time (US & Canada).
Where: (b) (6), (b) (7)(C); Access Code (b) (6), (b) (7)(C)

Good Morning-

In the last two days we have received the following:

- One Integrity Line Call alleging that (b) (6), (b) (7)(C) inappropriate physical contact and harassing behavior
- One phone call from (b) (6), (b) (7)(C) to the Employee Relations Hotline alleging that (b) (6) is being subjected to continue harassment and discrimination

This call is to discuss next steps and answer (b) (6), (b) (7)(C) questions "What is management's view of this employee? Is (b) (6) a potential threat to the workplace?"

From: (b) (6), (b) (7)(C)
Sent: Friday, October 10, 2014 11:38 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: Fact Findings

Will do

From: (b) (6), (b) (7)(C)
Sent: Friday, October 10, 2014 10:43 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: Fact Findings

(b) (6), (b) (7)(C),

We had a follow-up discussion with (b) (6), (b) (7)(C) after our call. It's important that we ask detailed questions during the fact findings and have proper documentation in case this leads to (b) (6), (b) (7)(C) discharge since (b) (6) will likely claim discrimination and sue the Company. Ask open ended questions at first to get (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) to tell the story of what happened that day, then go into more detail regarding the physical contact. If you have any questions let us know.

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
PSEG Services Corporation
80 Park Plaza 10th Floor
Phone: (b) (6), (b) (7)(C)

Subject: (b) (6), (b) (7)(C) Follow-up
Location: (b) (6), (b) (7)(C) Access: (b) (6), (b) (7)(C)

Start: Fri 10/10/2014 3:00 PM
End: Fri 10/10/2014 3:30 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: (b) (6), (b) (7)(C)

Required Attendees: Incardone, Justin B; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, October 10, 2014 3:49 PM
To: (b) (6), (b) (7)(C); (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6)
Subject: RE: Audubon Gas

All,
(b) (6), (b) (7)(C) suspension is complete and (b) (6) is off of the property.

Thank you for your assistance today. I'll forward my notes over the weekend.

Thank you,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) - Gas Distribution
Southern Region
(O) (b) (6), (b) (7)(C)
(C) (b) (6), (b) (7)(C)

—Original Message—

From: (b) (6), (b) (7)(C)
Sent: Friday, October 10, 2014 11:14 AM
To: (b) (6), (b) (7)(C); (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: Re: Audubon Gas

I spoke to (b) (6), (b) (7)(C) (b) (6) is heading down. Thank you.
Thank you,

Sent using BlackBerry

—Original Message—

From: (b) (6), (b) (7)(C)
Sent: Friday, October 10, 2014 10:58 AM
To: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: Audubon Gas

(b) (6), (b) (7)(C)

I spoke to (b) (6), (b) (7)(C) asked me to contact you, could you arrange for someone from Corporate Security to be available for Fact Meeting today.

(b) (6), (b) (7)(C)

—Original Message—

From: (b) (6), (b) (7)(C)

Sent: Friday, October 10, 2014 10:25 AM

To: (b) (6), (b) (7)(C)

Cc: (b) (6), (b) (7)(C)

Subject: Audubon Gas

(b) (6), (b) (7)(C)

We are in need of Corporate Security to attend a Fact Finding in Audubon Gas today. We would like someone there ASAP to attend the Fact Finding meetings with (b) (6), (b) (7)(C) Can you let us know if you are able to accommodate.

Thanks

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Saturday, October 11, 2014 10:15 AM
To: (b) (6), (b) (7)(C)
Subject: (b) (6), (b) (7)(C) Timeline and FF Minutes from (b) (6), (b) (7)(C)
Attachments: (b) (6), (b) (7)(C) Since 2nd Level.doc; (b) (6), (b) (7)(C) FF 10 10 14.doc; (b) (6), (b) (7)(C) FF 10 10 14.doc

(b) (6), (b) (7)(C)

Here are the timelines from yesterday.

Thanks

(b) (6), (b) (7)(C)

Audubon Gas Distribution

Office (b) (6), (b) (7)(C)

Cell (b) (6), (b) (7)(C)

REDACTED

(b) (6), (b) (7)(C) -2014 – 7:14 AM - (b) (6), (b) (7)(C) comes in with (b) (6), (b) (7)(C) and wanted to ask a question. (b) (6), (b) (7)(C) asked “why is (b) (6), (b) (7)(C) coming in here with no representation? I said (b) (6), (b) (7)(C) what are you talking about? (b) (6), (b) (7)(C) was in here the other day and I saw (b) (6), (b) (7)(C) in here. I also heard my name being mentioned. I replied, (b) (6), (b) (7)(C) is a (b) (6), (b) (7)(C) and does not need representation. If it were anything confidential, my doors would have been closed. The (b) (6), (b) (7)(C) and I talk about Company-Union issues. I do not have time right now to discuss this issue. (b) (6), (b) (7)(C) said, “OK, I am writing all this down you know.”

7:45AM – 8:00AM - Conducted FF with (b) (6), (b) (7)(C) - See FF minutes
8:00AM – 9:12AM - Conducted FF with (b) (6), (b) (7)(C) - See FF minutes

10:00AM -10:20AM – Consensus call hosted by (b) (6), (b) (7)(C)

In the last two days we have received the following:

- One Integrity Line Call alleging that (b) (6), (b) (7)(C) inappropriate physical contact and harassing behavior
- One phone call from (b) (6), (b) (7)(C) to the Employee Relations Hotline alleging that (b) (6) is being subjected to continue harassment and discrimination

This call is to discuss next steps and answer (b) (6), (b) (7)(C) questions “What is management's view of this employee? Is (b) (6) a potential threat to the workplace?”

Outcome: To conduct a second round of fact findings to determine if (b) (6), (b) (7)(C) witnessed the physical altercation.

1:30PM – (b) (6), (b) (7)(C) contact (b) (6), (b) (7)(C) and let (b) (6), (b) (7) know the outcome of the FF with (b) (6), (b) (7)(C)

3:00PM – Second consensus call

Outcome: Immediate Suspension - collect ID card, keys, personal belongings. (b) (6), (b) (7)(C) instructs (b) (6), (b) (7)(C) not to come back on Company property, not to visit PS jobsite, not to go to any employees residences. (b) (6), (b) (7)(C) is then escorted off the property.

MEETING OR PERSONNEL REPORT

☒ MEETING RECORD

☐ PERSONNEL REPORT

NAME OF EMPLOYEE (b) (6), (b) (7)(C)		JOB NOMENCLATURE (b) (6), (b) (7)(C)	FILE
LOCATION Audubon	DATE (b) (6), (b) (7)(C)-2014	TIME FROM 7:45 AM	TIME TO 8:00AM
SUBJECT OR PURPOSE Fact Finding - (b) (6), (b) (7)(C) recording conversations			
PERSONS ATTENDING AND DETAILS (b) (6), (b) (7)(C)			
<p>The purpose of today's meeting is to gather facts around the allegation that (b) (6), (b) (7)(C) may be recording conversations.</p> <p>(b) (6), (b) (7)(C) - Tell me about the incident on Tuesday (b) (6), (b) (7)(C) 14?</p> <p>(b) (6), (b) (7)(C) - We all got in the truck to change locations, I started to write off the leak for where we were working on Sylvan Ave in Haddon Heights. That's when (b) (6), (b) (7)(C) said to me "I don't mean any disrespect, but are you writing off this leak? I said, "yes, all the readings are zero and the area is clear so I am writing off the leak". Then (b) (6), (b) (7)(C) said to me, "I don't mean any disrespect; but the night of the clamp incident you wrote that leak off too right?" Then I said, "no I transferred that job to (b) (6), (b) (7)(C) This is a dead subject;</p> <p>(b) (6), (b) (7)(C) leave it alone this happened in the past." Then (b) (6), (b) (7)(C) said "well you're my (b) (6), (b) (7)(C) right"? I said "yes I am, but the incident is over and we should not talk about it anymore".</p> <p>(b) (6), (b) (7)(C) Then what happened?</p> <p>(b) (6), (b) (7)(C) Then (b) (6), (b) (7)(C) continued to ask questions about standing on top of the hole, smelling gas, blowing gas and on and on and on. After that I refused to answer any more of (b) (6), (b) (7)(C) questions. It was very uncomfortable; (b) (6), (b) (7)(C) just kept it up, over and over. Then I told (b) (6), (b) (7)(C) to go to the next job, and I turned on the radio.</p> <p>You were all in the same truck correct?</p> <p>Yes</p> <p>Do you have anything to add?</p> <p>Yes, I think (b) (6), (b) (7)(C) had (b) (6), (b) (7)(C) phone on and was recording our conversations. I think (b) (6), (b) (7)(C) put it under a pile of vests and tucked it in the crack of the seat.</p> <p>Did you ever see it out in the open?</p> <p>Yes, that morning (b) (6), (b) (7)(C) put it near the shifter by the computer stand.</p> <p>Did it look it was on record?</p> <p>I'm not sure.</p> <p>Anything else?</p> <p>I want it on the record that I do not feel safe with (b) (6), (b) (7)(C) whenever (b) (6), (b) (7)(C) is on my crew, or even when (b) (6), (b) (7)(C) is in the building near me. I fear for my safety, the safety of my crew and the safety of my family members. We don't know what this (b) (6), (b) (7)(C) is capable of. Because of this (b) (6), (b) (7)(C) I feel that I am coming into a hostile work environment. I scared because (b) (6), (b) (7)(C) keeps mentioning my name in incident after incident. I will note that, and pass it up the line.</p>			
REPORTED OR RECORDED BY (b) (6), (b) (7)(C)		DATE (b) (6), (b) (7)(C)-2014	
REFERRED TO		DATE	

From: (b) (6), (b) (7)(C)
Sent: Saturday, October 11, 2014 10:19 AM
To: (b) (6), (b) (7)(C)
Subject: Re: (b) (6), (b) (7)(C) Timeline and FF Minutes from (b) (6), (b) (7)(C)

Thx. I will add my two and send off to IR. Prob tomorrow night.
Thank you,

Sent using BlackBerry

From: (b) (6), (b) (7)(C)
Sent: Saturday, October 11, 2014 10:14 AM
To: (b) (6), (b) (7)(C)
Subject: (b) (6), (b) (7)(C) Timeline and FF Minutes from (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Here are the timelines from yesterday.

Thanks

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Audubon Gas Distribution
Office (b) (6), (b) (7)(C)
Cell (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, October 13, 2014 11:23 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: FW: (b) (6), (b) (7)(C) Grievances
Attachments: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, October 13, 2014 10:38 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) Grievances

Corrected

Thanks

From: (b) (6), (b) (7)(C)
Sent: Monday, October 13, 2014 9:42 AM
To: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) Grievances

(b) (6), (b) (7)(C)

Prepare the 2 grievance answers as follows and send to (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Management has reviewed the facts surrounding the suspension of (b) (6), (b) (7)(C) and determined the suspension to be appropriate.

While there has been.....etc

(b) (6), (b) (7)(C)

On 10/14/2014 (b) (6), (b) (7)(C) was given a direct order by Supervision as to (b) (6), (b) (7)(C) job assignment. As such, there was no harassment of the employee.

While there has been.....etc

Thank you,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) Gas Distribution
Southern Region
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, October 13, 2014 8:24 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) Grievances

(b) (6), (b) (7)(C)

Here are the assigned numbers:

(b) (6), (b) (7)(C) – Unfair suspension of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) Harassment of employee (b) (6), (b) (7)(C) on Tuesday, (b) (6), (b) (7)(C) 2014

Thanks

From: (b) (6), (b) (7)(C).
Sent: Monday, October 13, 2014 8:01 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: (b) (6), (b) (7)(C) Grievances

(b) (6), (b) (7)(C)

Here are two grievances we received this morning. Please provide me numbers.

Thanks

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Audubon Gas Distribution
Office (b) (6), (b) (7)(C)
Cell (b) (6), (b) (7)(C)

Public Service Electric & Gas Company
535 West Nicholson Rd., Audubon NJ 08106



(b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

Audubon Gas Distribution

**FIRST STEP GRIEVANCE ANSWER (b) (6), (b) (7)(C)
ALLEGED VIOLATION OF PREAMBLE, ARTICLES I, II, VI & OTHER
ARTICLES NOT CHECKED
UNFAIR SUSPENSION OF (b) (6), (b) (7)(C).**

Dear (b) (6), (b) (7)(C),

UNION SUBMISSION

See attached Grievance dated (b) (6), (b) (7)(C) 2014.

COMPANY REPLY

Management has reviewed the facts surrounding the suspension of (b) (6), (b) (7)(C) and determined the suspension to be appropriate.

While there has been no violation of the agreement, I trust this will resolve the grievance.

Sincerely,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) – Gas Distribution
Southern Region

Cc: Manager - Processes, Operations and Resources

Public Service Electric & Gas Company
535 West Nicholson Rd., Audubon NJ 08106



(b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

Audubon Gas Distribution

**FIRST STEP GRIEVANCE ANSWER (b) (6), (b) (7)(C)
ALLEGED VIOLATION OF PREAMBLE, ARTICLES I, II, & OTHER
ARTICLES NOT CHECKED
HARASSEMENT OF EMPLOYEE (b) (6), (b) (7)(C) ON TUESDAY, (b) (6), (b) (7)(C) 2014**

Dear (b) (6), (b) (7)(C),

UNION SUBMISSION

See attached Grievance dated (b) (6), (b) (7)(C) 2014.

COMPANY REPLY

On Wednesday (b) (6), (b) (7)(C)/14, (b) (6), (b) (7)(C) was given a direct order by Supervision as to (b) (6), (b) (7)(C) job assignment. As such, there was no harassment of the employee.

While there has been no violation of the agreement, I trust this will resolve the grievance.

Sincerely,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) – Gas Distribution
Southern Region

Cc: Manager - Processes, Operations and Resources

From: (b) (6), (b) (7)(C)
Sent: Monday, October 20, 2014 7:55 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: 2nd Step Grievances - (b) (6), (b) (7)(C)
Attachments: SCAN8340.PDF

(b) (6), (b) (7)(C)

Here are two second step grievances I received this morning for (b) (6), (b) (7)(C)

Thanks

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Audubon Gas Distribution

Office (b) (6), (b) (7)(C)

Cell (b) (6), (b) (7)(C)



UNITED ASSOCIATION

of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

UA Local Union: 855

Subject:

Article IX (a)
Request for 2nd Step Meeting

261 East Main Street
Somerville, NJ 08876-3008

William P. Hite
General President

Patrick R. Perno
General Secretary-Treasurer

Stephen F. Kelly
Assistant General President

(b) (6), (b) (7)(C)

date

2012

MANAGER - OPERATIONS

Location: Audubon

The Union requests a Second Step Meeting to be held concerning the
following grievance (s):

(b) (6), (b) (7)(C)

Signed,

(b) (6), (b) (7)(C)

(b) (6), (b)

U.A. Local 855

Received on
@ 7:15 AM
(b) (6), (b) (7)(C)



UNITED ASSOCIATION

of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

UA Local Union: 855

Subject:

Article IX (a)
Request for 2nd Step Meeting

261 East Main Street
Somerville, NJ 08876-3008

William P. Hite
General President

Patrick R. Perno
General Secretary-Treasurer

Stephen F. Kelly
Assistant General President

(b) (6), (b) (7)(C) 2014
date

MANAGER - OPERATIONS

Location: Audubon

The Union requests a Second Step Meeting to be held concerning the
following grievance (s):

(b) (6), (b) (7)(C)

Signed,

(b) (6), (b) (7)(C)

U.A. Local 855

Received on 7:15 AM
(b) (6), (b) (7)(C) -14

From: (b) (6), (b) (7)(C)
Sent: Wednesday, October 22, 2014 2:08 PM
To: (b) (6), (b) (7)(C)
Subject: RE: PSEG ER Matter-Confidential

Thanks

From: (b) (6), (b) (7)(C)
Sent: Wednesday, October 22, 2014 2:08 PM
To: (b) (6), (b) (7)(C)
Subject: RE: PSEG ER Matter-Confidential

No, (b) (6), (b) (7)(C) Suspensions are always verbal. No letter is given.

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) - Labor Relations

PSEG Services Corporation
80 Park Plaza, T-10
Newark, NJ 07102
(P) (b) (6), (b) (7)(C)
(C) (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Wednesday, October 22, 2014 2:07 PM
To: (b) (6), (b) (7)(C)
Subject: PSEG ER Matter-Confidential

(b) (6), (b) (7)(C)

Do you know if a suspension letter was given or mailed to (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

PSEG Services Corporation
(b) (6), (b) (7)(C) (Office)
(973) 733-3553 (Fax)
(b) (6), (b) (7)(C) @pseg.com

From: (b) (6), (b) (7)(C)
Sent: Thursday, November 13, 2014 10:06 AM
To: (b) (6), (b) (7)(C)
Subject: Re: Investigation Report - (b) (6), (b) (7)(C) /14)

Send me a draft next time before sending out to the masses.

(b) (6), (b) (7)(C)
PSE&G

On Nov 13, 2014, at 10:03 AM, (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C)@pseg.com> wrote:

(b) (6), (b) (7)(C)

Per your request and our conversation – Investigation report from (b) (6), (b) (7)(C) 14 attached. Supporting documentation also attached as noted in the report. Please let me know if you need anything further from me at this time.

Thank you,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) - Gas Distribution
Southern Region
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

<Investigation Report - (b) (6), (b) (7)(C) -14.doc>

(b) (6), (b) (7)(C) FF (b) (6), (b) (7)(C) 14.doc>

(b) (6), (b) (7)(C) FF (b) (6), (b) (7)(C) 14.doc>

(b) (6), (b) (7)(C) FF (b) (6), (b) (7)(C) 14 (b) (6), (b) (7)(C) doc>

(b) (6), (b) (7)(C) FF (b) (6), (b) (7)(C) 14 (b) (6), (b) (7)(C) doc>

(b) (6), (b) (7)(C) Susp (b) (6), (b) (7)(C) 14 (b) (6), (b) (7)(C) doc>



PSEG

**Investigation
Report**

**Gas
Distribution -
Audubon Gas**

TO: General Ethics and Compliance Counsel (H.J. Mahoney)
ALLEGATION: (b) (6), (b) (7)(C) – Physical Contact with Employee
ORGANIZATION: Gas Distribution Field Construction – Audubon Gas
DATE: (b) (6), (b) (7)(C)/14
CASE NO.

EXECUTIVE SUMMARY

On (b) (6), (b) (7)(C)/14, (b) (6), (b) (7)(C), Audubon Gas, reported to Supervision that (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Audubon Gas, had made unwanted physical contact with (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C)/14. An investigation was held on (b) (6), (b) (7)(C)/14 to determine the facts surrounding the allegation. Upon completion of the investigation it was concluded that the allegations were substantiated and (b) (6), (b) (7)(C) was immediately suspended pending further discussion. Due to the conclusion that (b) (6), (b) (7)(C) made unwanted physical contact with (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C)/14 and the level of discipline that (b) (6), (b) (7)(C) is now on, discharge is recommended.

STATEMENT OF ALLEGATION

On (b) (6), (b) (7)(C)/14, (b) (6), (b) (7)(C) was holding a fact finding meeting with (b) (6), (b) (7)(C) to ascertain information as to conversations that were held on (b) (6), (b) (7)(C)/14 between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). During this meeting (b) (6), (b) (7)(C) reported to (b) (6), (b) (7)(C) that on (b) (6), (b) (7)(C)/14 (b) (6), (b) (7)(C) had made unwanted physical contact with (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) both punched (b) (6), (b) (7)(C) and also grabbed (b) (6), (b) (7)(C) by (b) (6), (b) (7)(C) safety vest and pulled (b) (6), (b) (7)(C) off of the vehicle (b) (6), (b) (7)(C) was standing on.

BACKGROUND

(b) (6), (b) (7)(C) is currently on a 2nd Level Written Reminder due to (b) (6), (b) (7)(C) unacceptable Conduct. On the morning of (b) (6), (b) (7)(C)/4, (b) (6), (b) (7)(C) held fact findings with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) as to conversations that were held between them and (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C)/14. Each had indicated to supervision that (b) (6), (b) (7)(C) was continuing to question them about previous incidents leading to (b) (6), (b) (7)(C) discipline and that (b) (6), (b) (7)(C) may be recording their conversations. It was at that time that (b) (6), (b) (7)(C) disclosed that (b) (6), (b) (7)(C) had made physical contact with (b) (6), (b) (7)(C).

OBJECTIVE AND SCOPE OF INVESTIGATION

After (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) had made physical contact with (b) (6), (b) (7)(C) reported (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) who in turn communicated this to Employee Relations and Labor Relations. A call with Gas Distribution, Employee Relations, and Labor Relations personnel was held to determine the necessary steps to follow. It was determined that (b) (6), (b) (7)(C) would hold fact finding meetings with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) to determine what interactions occurred between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) Carter on (b) (6), (b) (7)(C)/14. After these meetings, the group would reconvene by phone to determine next steps to be taken.

Fact Finding Minutes from (b) (6), (b) (7)(C)/14 are attached –

- (b) (6), (b) (7)(C) – Fact finding with (b) (6), (b) (7)(C).
- (b) (6), (b) (7)(C) – Fact finding with (b) (6), (b) (7)(C).
- (b) (6), (b) (7)(C) – Fact finding with (b) (6), (b) (7)(C).
- (b) (6), (b) (7)(C) Fact finding with (b) (6), (b) (7)(C).

STATEMENT OF FACTS

(b) (6), (b) (7)(C) held fact findings with both (b) (6), (b) (7)(C) and with (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) corroborated that there was physical contact between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) was pulled off of the vehicle by (b) (6), (b) (7)(C) safety vest). (b) (6), (b) (7)(C) denied that (b) (6), (b) (7)(C) had either punched (b) (6), (b) (7)(C) or pulled (b) (6), (b) (7)(C) off of the vehicle.

STATEMENT OF CONCLUSIONS

(b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) made unwanted physical contact with (b) (6), (b) (7)(C). Upon investigation by (b) (6), (b) (7)(C), it is concluded that (b) (6), (b) (7)(C) did make unwanted physical contact with (b) (6), (b) (7)(C).

RECOMMENDATIONS FOR CORRECTIVE ACTIONS

Upon learning of the allegations made by (b) (6), (b) (7)(C) properly reported the issue to (b) (6), (b) (7)(C) and an appropriate investigation/fact finding was held after consultation with Employee Relations and Labor Relations. Considering the nature of the allegation, and the level of discipline that (b) (6), (b) (7)(C) was currently on, proceeding with the fact finding discussions was necessary. After the fact findings were completed by (b) (6), (b) (7)(C), a subsequent call was held with Employee Relations and Labor relations, and (b) (6), (b) (7)(C) was immediately suspended without pay, pending further discussion. Employee Relations was also in the midst of performing investigations as to calls made by both (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C).

- (b) (6), (b) (7)(C) – Meeting report from (b) (6), (b) (7)(C) 14 suspending (b) (6), (b) (7)(C) is attached.

DISCIPLINARY ACTION

Due to the conclusion that (b) (6), (b) (7)(C) made unwanted physical contact with (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 14 and the level of discipline that (b) (6), (b) (7)(C) is now on, (b) (6), (b) (7)(C) is recommended.

Lead Investigator: (b) (6), (b) (7)(C)**Approved By:****Signature****Signature****Name****Name****Title****Title**



UNITED ASSOCIATION

of Plumbers and Pipe Fitters of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

UA Local Union: 835

Subject:

Article IX Grievance

261 East Main Street
Somerville, NJ 08875-3008

(b) (6), (b) (7)(C)

Date

13

(b) (6), (b) (7)(C)

Location: AUDUBON

The Company has violated our Agreement by its actions concerning the
following Articles:

- ☒ Preamble
- ☒ I Representation and Recognition
- ☒ II Union-Company Relationship
- ☒ III Hours of Work, Overtime & Holidays
- ☐ IV Seniority
- ☐ V Miscellaneous Working Conditions
- ☒ VI Wages
- ☐ VII Vacations - Leave of Absence
- ☐ VIII Employee Benefits
- ☒ Other Articles Not Checked

- ☐ IX Grievance-Arbitration
- ☐ X Outside Contractors
- ☐ XI Conclusion
- ☐ Schedule "A"
- ☐ Schedule "B"
- ☐ Schedule "C"
- ☐ Schedule "D"

Comments: Docking Pay + Harassment of
Employee

The Union requests all contractually provided for remedies or any other
remedy necessary to correct this violation.

Signed

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Received on
@ 10:01 AM

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Public Service Electric & Gas Company
535 West Nicholson Rd., Audubon NJ 08106



(b) (6), (b) (7)(C) 2013

(b) (6), (b) (7)(C)

Local # 855, A.F.L.

Audubon Gas Distribution & Appliance Service

**FIRST STEP GRIEVANCE ANSWER (b) (6), (b) (7)(C)
ALLEGED VIOLATION OF PREAMBLE, ARTICLES I, II, III, VI,
& OTHER ARTICLES NOT CHECKED
DOCKING PAY & HARASSMENT OF EMPLOYEE**

Dear (b) (6), (b) (7)(C),

UNION SUBMISSION

See attached Grievance dated (b) (6), (b) (7)(C), 2013.

COMPANY REPLY

On (b) (6), (b) (7)(C), 2013, (b) (6), (b) (7)(C) arrived late to work and was docked for the appropriate time.

While there has been no violation of the agreement, I trust this will resolve the grievance.

Sincerely,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) – Gas Distribution
Southern Region

Cc: Manager - Processes, Operations and Resources



UNITED ASSOCIATION
of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

U.A. Local Union: 855

Subject:

261 East Main Street
Somerville, NJ 08876-3038

William E. Hine
General President

Patrick M. Perna
General Secretary-Treasurer

Stephen J. Kelly
Assistant General President

ARTICLE IX (a)
Request for 2nd Step Meeting

(b) (6), (b) (7)(C)

2013

date

MANAGER - OPERATIONS

Location: AUGUBON

The Union requests a Second Step Meeting to be held concerning the
following grievance (a):

(b) (6), (b) (7)(C)

Signed,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

U.A. Local 855

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

13

10:00am

Public Service Electric & Gas Company
300 Connecticut Drive, Burlington NJ 08016



(b) (6), (b) (7)(C) 2013

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) UA Local 855
Audubon District

(b) (6), (b) (7)(C):

GRIEVANCE: **Docking Pay and Harassment**
(b) (6), (b) (7)(C)

Below is the company's response for the above mentioned grievance discussed during the meeting held on (b) (6), (b) (7)(C) 2013.

Submission of the Union

Union contends that the pay docked on (b) (6), (b) (7)(C), 2013 for (b) (6), (b) (7)(C) was inappropriate.

Company Reply

Management has reviewed the case including the points discussed at the second step grievance meeting and concluded that the pay treatment is consistent with Company policy. Furthermore, a review of this matter reveals no evidence of harassment.

Since there has been no violation of the agreement, I trust this will resolve the grievance.

(b) (6), (b) (7)(C)

CC: Division Manager
District Manager
File



UNITED ASSOCIATION
of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

UA Local Union: 855

Subject: Article IX (d)
Discipline or Discharge
Grievance

261 East Main Street
Somerville, NJ 08876-3009

(b) (6), (b) (7)(C)

-13

(b) (6), (b) (7)(C)

MANAGER - OPERATIONS

LOCATION: AUDUBON

The Union requests a Second Step Meeting be held
concerning the DISCIPLINE or (DISCHARGE) of

(b) (6), (b) (7)(C)

Pursuant to rights enunciated by the N.L.R.B. and
various courts of competent jurisdiction, Local 855 hereby
demands that the Company make available to the Division
Chairperson and/or designee, the entire Personnel File of
the grievant on or before the date of the Second Step Meeting.

Signed, (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Local 855

Reviewed on
@ 10:01 AM
(b) (6), (b) (7)(C)

Public Service Electric & Gas Company
300 Connecticut Drive, Burlington NJ 08016



(b) (6), (b) (7)(C), 2013

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C), UA Local 855
Audubon District

(b) (6), (b) (7)(C):

GRIEVANCE: Discipline of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Below is the company's response for the above mentioned grievance discussed during the meeting held on (b) (6), (b) (7)(C), 2013.

Submission of the Union

The Union contends that the Company violated the CBA by disciplining (b) (6), (b) (7)(C).

Company Reply

Management has reviewed the case including the points discussed at the second step grievance meeting and concluded the discipline was issued for just cause.

Since there has been no violation of the agreement; I trust this will resolve the grievance.

(b) (6), (b) (7)(C)

CC: Division Manager
District Manager
File

Request: 2nd Steps to 3rd Grievance Committee Mtg. (b) (6), (b) (7)(C) /2013*
Local 855

<u>Union #</u>	<u>Company #</u>	<u>Title*: (Company and/or Union Identification)</u>
(b) (6), (b) (7)(C)	Statewide	Service apprentice ride time and training
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Discipline of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Not awarding job to senior applicant
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Discipline of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Discipline of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Discipline of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Discipline of (b) (6), (b) (7)(C)

*NOTE: The titles are not necessarily in conjunction with the grievance's description. It is solely for the purpose of reference by either the Company or the Union.

**PSEG Services Corporation
Human Resources – Labor Relations
80 Park Plaza, T10, Newark, N.J. 07102**



(b) (6), (b) (7)(C) 2014

Public Utility Construction and Gas Appliance Workers
UA Local 855
261 East Main Street
Somerville, N.J. 08876-3008

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Discipline of (b) (6), (b) (7)(C)
Audubon

This confirms discussion of the above at a meeting held in Edison on (b) (6), (b) (7)(C), 2014 and (b) (6), (b) (7)(C) 2014.

Union Submission:

The Union contends that the Company violated the agreement by disciplining (b) (6), (b) (7)(C).

Company Reply:

(b) (6), (b) (7)(C) was issued an Oral Reminder on (b) (6), (b) (7)(C), 2013 due to misconduct.

A review of this matter determines the action taken by the Company was appropriate and not in violation of the Agreement. Accordingly, our decision is affirmed.

(b) (6), (b) (7)(C)



UNITED ASSOCIATION
of Plumbers and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

William F. Fife
General President

Frank H. Brown
General Secretary-Treasurer

Stephen J. Kelly
Assistant General President

Founded 1889

Local Union: **835**

261 East Main Street
Somerville, NJ 08876-1003

Letters should
be marked to
be subject

Subject:

Article IX Grievance

(b) (6), (b) (7)(C)

Date:

(b) (6), (b) (7)(C)

Location: Ac Du Bon

The Company has violated our Agreement by its actions concerning the following Articles:

- | | |
|--|---|
| <input checked="" type="checkbox"/> Preamble | <input type="checkbox"/> IX Grievance-Arbitration |
| <input type="checkbox"/> I Representation and Recognition | <input type="checkbox"/> X Outside Contractors |
| <input checked="" type="checkbox"/> II Union-Company Relationship | <input type="checkbox"/> XI Conclusion |
| <input type="checkbox"/> III Hours of Work, Overtime & Holidays | <input type="checkbox"/> Schedule "A" |
| <input type="checkbox"/> IV Seniority | <input type="checkbox"/> Schedule "B" |
| <input checked="" type="checkbox"/> V Miscellaneous Working Conditions | <input type="checkbox"/> Schedule "C" |
| <input checked="" type="checkbox"/> VI Wages | <input type="checkbox"/> Schedule "D" |
| <input type="checkbox"/> VII Vacations - Leave of Absence | |
| <input type="checkbox"/> VIII Employee Benefits | |
| <input checked="" type="checkbox"/> Other Articles Not Checked | |

Comments: Suspension of (b) (6), (b) (7)(C)

The Union requests all contractually provided for remedies or any other remedy necessary to correct this violation.

Signed: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Received of

at 7:22 AM

(b) (6), (b) (7)(C)

Public Service Electric & Gas Company
535 West Nicholson Rd., Audubon NJ 08106



(b) (6), (b) (7)(C), 2013

(b) (6), (b) (7)(C)

Local # 855, A.F.L.

Audubon Gas Distribution & Appliance Service

FIRST STEP GRIEVANCE ANSWER (b) (6), (b) (7)(C)
ALLEGED VIOLATION OF PREAMBLE, ARTICLES II, V, VI,
& OTHER ARTICLES NOT CHECKED
SUSPENSION OF (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C).

UNION SUBMISSION

See attached Grievance dated (b) (6), (b) (7)(C), 2013.

COMPANY REPLY

The Employee was required to undergo a fitness for duty examination and was suspended consistent with Company policy.

While there has been no violation of the agreement, I trust this will resolve the grievance.

(b) (6), (b) (7)(C)

Cc: Manager - Processes, Operations and Resources



UNITED ASSOCIATION
of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject.

UA Local Union: 655

Subject:

Article IX (a)
Request for 2nd Step Meeting

261 East Main Street
Somerville, NJ 08876-3008

William P. Hae
General President

David R. Perna
General Secretary/Treasurer

Stephen F. Kelly
Assistant General President

(b) (6), (b) (7)(C)

13

date

MANAGER - OPERATIONS

Location: HUDRUBON

The Union requests a Second Step Meeting to be held concerning the
following grievance (a):

(b) (6), (b) (7)(C)

Signed:

(b) (6), (b) (7)(C)

Reviewed

02-17

12:51 PM

(b) (6), (b) (7)(C)

Public Service Electric & Gas Company
300 Connecticut Drive, Burlington NJ 08015



(b) (6), (b) (7)(C), 2013

Mr. Hector Morales
Chair, UA Local 855
Audubon District

Mr. Hector Morales:

GRIEVANCE: Suspension of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Below is the company's response for the above mentioned grievance discussed during the meeting held on (b) (6), (b) (7)(C), 2013.

Submission of the Union

The Union contends that the Company violated the CBA by the suspension of (b) (6), (b) (7)(C).

Company Reply

Management has reviewed the case including the points discussed at the second step grievance meeting and concluded it was for just cause.

Since there has been no violation of the agreement; I trust this will resolve the grievance.

(b) (6), (b) (7)(C)

CC: Division Manager
District Manager
File



UNITED ASSOCIATION

of journeymen and apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

UA Local Union: 855

Subject:

Article IX Grievance

261 East Main Street
Somerville, NJ 08876-3008

William P. Hise
General President

Patrick R. Deane
General Secretary-Treasurer

Stephen F. Kelly
Assistant General President

(b) (6), (b) (7)(C)

2014

Date

(b) (6), (b) (7)(C)

Location: ALDUBON

The Company has violated our Agreement by its actions concerning the following Articles:

- ☒ Preamble
- ☒ I Representation and Recognition
- ☒ II Union-Company Relationship
- ☐ III Hours of Work, Overtime & Holidays
- ☐ IV Seniority
- ☐ V Miscellaneous Working Conditions
- ☐ VI Wages
- ☐ VII Vacations - Leave of Absence
- ☐ VIII Employee Benefits
- ☒ Other Articles Not Checked

- ☐ IX Grievance-Arbitration
- ☐ X Outside Contractors
- ☐ XI Conclusion
- ☐ Schedule "A"
- ☐ Schedule "B"
- ☐ Schedule "C"
- ☐ Schedule "D"

Comments: Harassment of employee

(b) (6), (b) (7)(C)

on

(b) (6), (b) (7)(C)

2014 Tuesday

The Union requests all contractually provided for remedies or any other remedy necessary to correct this violation.

Signed,

(b) (6), (b) (7)(C)

Received on
e 7:15AM

(b) (6), (b) (7)(C) 14

(b) (6), (b) (7)(C)

Public Service Electric & Gas Company
535 West Nicholson Rd., Audubon NJ 08106



(b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

Local # 855, A.F.L.
Audubon Gas Distribution

FIRST STEP GRIEVANCE ANSWER (b) (6), (b) (7)(C)
ALLEGED VIOLATION OF PREAMBLE, ARTICLES I, II, & OTHER
ARTICLES NOT CHECKED
HARASSEMENT OF EMPLOYEE (b) (6), (b) (7)(C) ON TUESDAY, (b) (6), (b) (7)(C) 2014

Dear (b) (6), (b) (7)(C),

UNION SUBMISSION

See attached Grievance dated (b) (6), (b) (7)(C) 2014.

COMPANY REPLY

On Wednesday (b) (6), (b) (7)(C) /14, (b) (6), (b) (7)(C) was given a direct order by Supervision as to (b) (6), (b) (7)(C) job assignment. As such, there was no harassment of the employee.

While there has been no violation of the agreement, I trust this will resolve the grievance.

Sincerely,

(b) (6), (b) (7)(C)

Southern Region

Cc: Manager - Processes, Operations and Resources



UNITED ASSOCIATION

of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

UA Local Union: 855

Subject:

Article IX (a)
Request for 2nd Step Meeting

William P. Hite
General President

Patrick R. Perna
General Secretary-Treasurer

Stephen F. Kelly
Assistant General President

261 East Main Street
Somerville, NJ 08876-3008

(b) (6), (b) (7)(C)

2012

MANAGER - OPERATIONS

Location: Hudson

The Union requests a Second Step Meeting to be held concerning the
following grievance (s):

(b) (6), (b) (7)(C)

Signed,

(b) (6), (b) (7)(C)

U.A. Local 855

Received on
7:15 AM

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



UNITED ASSOCIATION

of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1863

Letters should
be confined to
one subject

UA Local Union:

855

Subject

Article IX (d)
Discipline or Discharge
Grievance

William P. Miller
General President

Patrick R. Jerns
General Secretary/Treasurer

Stephen F. Kelly
Assistant General Secretary

261 East Main Street
Spartanburg, NJ 09876-1008

(b) (6), (b) (7)(C)

~ 16/

Date

(b) (6), (b) (7)(C)

MANAGER - OPERATIONS

LOCATION:

Adrian

The Union requests a Second Step Meeting be held
concerning the (DISCIPLINE) or (DISCHARGE) of

(b) (6), (b) (7)(C)

Pursuant to rights enunciated by the N.L.R.B. and
various courts of competent jurisdiction, Local 855 hereby
demands that the Company make available to the Division
Chairperson and/or designee, the entire Personnel File of
the grievant on or before the date of the Second Step Meeting.

Signed (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

a Civil Disobedience

1-3-82

Public Service Electric & Gas Company
300 Connecticut Drive, Burlington, NJ 08015



(b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) UJA Local 855
Audubon District

(b) (6), (b) (7)(C);

GRIEVANCE: Discipline of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Below is the company's response for the above mentioned grievance discussed during the meeting held on (b) (6), (b) (7)(C) 2014.

Submission of the Union

The Union contends that the Company violated the CBA by disciplining (b) (6), (b) (7)(C).

Company Reply

Management has reviewed the case including the points discussed at the second step grievance meeting and concluded the discipline was issued for just cause.

Since there has been no violation of the agreement, I trust this will resolve the grievance.

(b) (6), (b) (7)(C)



UNITED ASSOCIATION

of Plumbers and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

UA Local Union: 555

Subject:

Article IX (d)
Discipline or Discharge
Grievance

261 East Main Street
Somerville, NJ 08876-3008

William Z. Hill
General President

Patrick R. Perno
General Secretary/Treasurer

Stephen F. Kala
Assistant General President

(b) (6), (b) (7)(C)

Date

MANAGER - OPERATIONS

LOCATION: Audubon

The Union requests a Second Step Meeting be held
concerning the (DISCIPLINE) or (DISCHARGE) of

(b) (6), (b) (7)(C)

Pursuant to rights enunciated by the N.L.R.B. and
various courts of competent jurisdiction, Local 555 hereby
demands that the Company make available to the Division
Chairperson and/or designee, the entire Personnel File of
the grievant on or before the date of the Second Step Meeting.

(b) (6), (b) (7)(C)

-14-

Received on
@ 8:30 AM

(b) (6), (b) (7)(C)

Signed,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



(b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) UA Local 855
Audubon District

Mr. (b) (6), (b) (7)(C)

GRIEVANCE: **Discipline of** (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Below is the company's response for the above mentioned grievance discussed during the meeting held on (b) (6), (b) (7)(C) 2014.

Submission of the Union

The Union contends that the Company violated the agreement by disciplining (b) (6), (b) (7)(C)

Company Reply

Management has reviewed the case including the points discussed at the second step grievance meeting and concluded that the discipline was issued for just cause.

Since there has been no violation of the agreement; I trust this will resolve the grievance.

Sincerely,

(b) (6), (b) (7)(C)

CC: Director – Gas Distribution Field Construction
 District Manager
 File

Request: 2nd Steps to 3rd Grievance Committee Mtg. (b) (6), (b) (7)(C) 2014*
Local 855

Union # Company # Title*: (Company and/or Union Identification)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Discipline of (b) (6), (b) (7)(C)

Discipline of (b) (6), (b) (7)(C)

Discipline of (b) (6), (b) (7)(C)

Discipline of (b) (6), (b) (7)(C)

INDUSTRIAL RELATIONS DEPARTMENT
(b) (6), (b) (7)(C)
NOTED REFER TO

*NOTE: The titles are not necessarily in conjunction with the grievance's description. It is solely for the purpose of reference by either the Company or the Union.

**PSEG Services Corporation
Human Resources – Labor Relations
80 Park Plaza, T10, Newark, N.J. 07102**



(b) (6), (b) (7)(C), 2014

Public Utility Construction and Gas Appliance Workers
UA Local 855
261 East Main Street
Somerville, N.J. 08876-3008

Gentlemen:

Gr. (b) (6), (b) (7)(C)
Discipline of (b) (6), (b) (7)(C)
Audubon

This confirms discussion of the above at a meeting held in Edison on (b) (6), (b) (7)(C), 2014.

Union Submission:

The Union contends that the Company violated the agreement by disciplining (b) (6), (b) (7)(C).

Company Reply:

(b) (6), (b) (7)(C) issued a Second Level Written Reminder for failing to follow instructions.

A review of this matter determines the action taken by the Company was appropriate and not in violation of the Agreement. Accordingly, our decision is affirmed.

A handwritten signature in black ink, appearing to read "Patrick Doonan".

Patrick Doonan
Labor Relations Manager



UNITED ASSOCIATION

of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

UA Local Union. 855

Subject:

Article IX Grievance

William P. Hite
General President

Patrick R. Pater
General Secretary-Treasurer

Stephen F. Kelen
Assistant General President

261 East Main Street
Somerville, NJ 08876-3008

(b) (6), (b) (7)(C)

Date

2014

(b) (6), (b) (7)(C)

Location: Audubon

The Company has violated our Agreement by its actions concerning the following Articles:

- ☒ Preamble
- ☒ I Representation and Recognition
- ☒ II Union-Company Relationship
- ☐ III Hours of Work, Overtime & Holidays
- ☐ IV Seniority
- ☐ V Miscellaneous Working Conditions
- ☒ VI Wages
- ☐ VII Vacations - Leave of Absence
- ☐ VIII Employee Benefits
- ☒ Other Articles Not Checked

- ☐ IX Grievance-Arbitration
- ☐ X Outside Contractors
- ☐ XI Conclusion
- ☐ Schedule "A"
- ☐ Schedule "B"
- ☐ Schedule "C"
- ☐ Schedule "D"

Comments: Unfair suspension of

(b) (6), (b) (7)(C)

The Union requests all contractually provided for remedies or any other remedy necessary to correct this violation.

Signed,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Received on
@ 7:55 AM

(b) (6), (b) (7)(C)

Public Service Electric & Gas Company
535 West Nicholson Rd., Audubon NJ 08106



(b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)
Local # 855, A.F.L.
Audubon Gas Distribution

**FIRST STEP GRIEVANCE ANSWER (b) (6), (b) (7)(C)
ALLEGED VIOLATION OF PREAMBLE, ARTICLES I, II, VI & OTHER
ARTICLES NOT CHECKED
UNFAIR SUSPENSION OF (b) (6), (b) (7)(C).**

Dear (b) (6), (b) (7)(C),

UNION SUBMISSION

See attached Grievance dated (b) (6), (b) (7)(C) 2014.

COMPANY REPLY

Management has reviewed the facts surrounding the suspension of (b) (6), (b) (7)(C) and determined the suspension to be appropriate.

While there has been no violation of the agreement, I trust this will resolve the grievance.

Sincerely,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Gas Distribution
Southern Region

Cc: Manager - Processes, Operations and Resources



UNITED ASSOCIATION

of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

UA Local Union: 855

Subject:

Article IX (a)
Request for 2nd Step Meeting

261 East Main Street
Somerville, NJ 08876-3008

William P. Hite
General President

Patrick R. Perno
General Secretary-Treasurer

Stephen F. Kelly
Assistant General President

(b) (6), (b) (7)(C) 2014
date

MANAGER - OPERATIONS

Location: Audubon

The Union requests a Second Step Meeting to be held concerning the
following grievance (s):

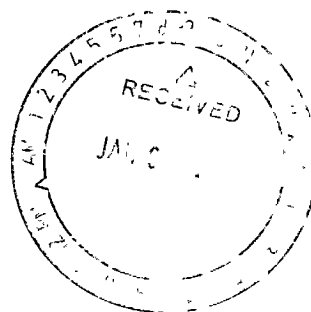
(b) (6), (b) (7)(C)

Signed,

(b) (6), (b) (7)(C)

U.A. Local 855

REMOVED ON 7:15 AM
(b) (6), (b) (7)(C)





UNITED ASSOCIATION

of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

UA Local Union: 855

Subject:

Article IX (d)
Discipline or Discharge
Grievance

261 East Main Street
Somerville, NJ 08876-3008

William P. Hite
General President

Patrick R. Pernio
General Secretary-Treasurer

Stephen F. Kelly
Assistant General President

(b) (6), (b) (7)(C)

Date

(b) (6), (b) (7)(C)

MANAGER - OPERATIONS

LOCATION: Audubon

The Union requests a Second Step Meeting be held
concerning the (DISCIPLINE) or (DISCHARGE) of

(b) (6), (b) (7)(C)

Pursuant to rights enunciated by the N.L.R.B. and
various courts of competent jurisdiction, Local 855 hereby
demands that the Company make available to the Division
Chairperson and/or designee, the entire Personnel File of
the grievant on or before the date of the Second Step Meeting.

Signed,

(b) (6), (b) (7)(C)

U.A. Local 855

RECEIVED
DN
@ 7:40 PM
14
(b) (6), (b) (7)(C)

CHERRY
HILL
NJ

CROWN Plaza Hotel

(b) (6), (b) (7)(C)

2015
Meeting at

2nd Steps
9:00 am

Discharge & Suspension

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Union Rep

(b) (6), (b) (7)(C)

E Board

(b) (6), (b) (7)(C)

Manager

(b) (6), (b) (7)(C)

- Union Rep

Dec 30, 2014

Around
2:30

I had a meeting with a
(b) (6), (b) (7)(C) by the name of
(b) (6), (b) (7)(C) From Unemployment
along with (b) (6), (b) (7)(C) a
Representative for PSE&G, (b) (6), (b) (7)(C)
department is (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Fax:
1-866-614-3836
Tape the meeting
for a HOUR over the phone -
during the 3 way call. IF
you need any information, you
can Fax (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) didn't give me
a direct number,

I myself (b) (6), (b) (7)(C) have
some information to provide, IF
(b) (6), (b) (7)(C) doesn't want to share (b) (6), (b) (7)(C) info!

Public Service Electric & Gas Company
535 West Nicholson Rd., Audubon NJ 08106



(b) (6), (b) (7)(C), 2014

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

On (b) (6), (b) (7)(C), 2013, you were issued an Oral Reminder for failing to follow instructions. On (b) (6), (b) (7)(C), 2014, you were issued a First Level Written Reminder because you did not properly install an Adams clamp on a gas main. (b) (6), (b) (7)(C), 2014, you were issued a Second Level Written Reminder, again for failing to follow instructions. Each time, you were advised that if any problems arose in your conduct, work performance or availability during the active period of the corrective action, you would be subject to further discipline, up to and including discharge.

Despite these repeated warnings, on (b) (6), (b) (7)(C) 2014, you punched a co-worker and aggressively pulled (b) (6), (b) (7)(C) off a company vehicle for no legitimate reason. To make matters worse, you were not candid in the related investigation. This incident is the latest in a series of incidents which demonstrate that you either refuse or are unable to conduct yourself properly when in the presence of your co-workers.

The Company is committed to maintaining a workplace free of physical altercations, threats, and intimidation. Your actions on (b) (6), (b) (7)(C) seriously impeded the Company's ability to maintain such a workplace. Your employment is terminated effective immediately as a result of your aforementioned actions, your active positive discipline record, and the Company's conclusion that your continued employment would pose a safety risk for its employees and otherwise impact its ability to run an efficient operation.

(b) (6), (b) (7)(C)

Public Service Electric & Gas Company
535 West Nicholson Rd., Audubon NJ 08106



(b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

This letter confirms our meeting on (b) (6), (b) (7)(C), 2014 at which time we discussed your recent conduct.

Specifically, on ^{late}(b) (6), (b) (7)(C), 2013, you were issued an Oral Reminder for failing to follow instructions. Then, on ^{June}(b) (6), (b) (7)(C), 2014, you were issued a First Level Written Reminder, again for failing to follow instructions. In addition, you have been coached and counseled twice since receiving the First Level Written Reminder, on (b) (6), (b) (7)(C), 2014 and (b) (6), (b) (7)(C), 2014, the latter time for again not following instructions.

¹⁴ (b) (6), (b) (7)(C) 14 NOT Follow directions PRIOR to seeing company physician
Despite these repeated instructions and warnings, on (b) (6), (b) (7)(C) 2014, you drove in a Company vehicle on Company time passed a job site at which you had an issue with a co-worker earlier that day, despite being instructed by supervision not to return there and despite the fact that there was no work-related reason for you to do so.

At our meeting, I explained that as a result of your actions, you are being issued this Second Level Written Reminder which will remain active for a period of 18 months. In addition, as a result of your continued failure to follow instructions, you will be precluded for the 18-month duration of this discipline from all assignments that may require you to work independently.

I am confident that you will be able to achieve the acceptable level of overall performance required and further corrective action will be unnecessary. However, if any future problems arise in any of the performance categories – availability, conduct or work performance – during the active period of this Second Level Written Reminder, you may be subject to further discipline, up to and including discharge.

(b) (6), (b) (7)(C)

CC File
L855

Disciplines

(b) (6), (b) (7)(C)

2013 Oral Reminder For being late and not following instructions. I never been late or called out sick for (b) (6), (b) (7)(C) years and the company watch others come to work late and nothing said

(b) (6), (b) (7)(C)

2014 a First Level Written Reminder For not follow instructions This is for the Adams camp where

(b) (6), (b) (7)(C)

and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

set me up as they stood over the gas hole for 15 minute with (b) (6), (b) (7)(C) machine operator. All three smell gas, no one said anything but the first two reported me to (b) (6), (b) (7)(C) the next day.

(b) (6), (b) (7)(C)

2015 Written up For not following instructions, the company state, I don't have my Flame Retardant suit when (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

stated (b) (6), (b) (7)(C) will deduct my pay to the job. (b) (6), (b) (7)(C) reported me to supervisor (b) (6), (b) (7)(C) but not as a 2 year employee For working on live Gas with no suit.

Discipline

(b) (6), (b) (7)(C)

2014 For Not Following
Instructions to see a company
doctor because I claim my
me as

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Force me to drive 1225 / Dump
Truck. The seat is tilted Forward
and to my knowledge, Damage as
stated to all. For people. The company
stated they charge to fix the seat,
but I have photo's that they didn't.
They Force me to drive 12257 so
they can watch me on the truck
camera and tape me all day as
I work but not anyone else. The
camera is only suppose to Record
when you hit a bump, slam on breaks
or a car accident. For me, the
company push the Record button
as I got into the truck to set
me up for Failure.

(b) (6), (b) (7)(C)

2014 The company write me up
and failing pass

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

employee job, as they stated we
both had a issue on the job.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

stated in the discipline paper
Not to "Return there" in which I didn't.
I was on another street, driving to another
job but they still write me up even
though I didn't Return to the job site.

Discipline

(b) (6), (b) (7)(C) 2014 The company
stated I punch (b) (6), (b) (7)(C) and
aggressively pulled (b) (6), (b) (7)(C) off the
company vehicle for no legitimate
reason. (b) (6), (b) (7)(C)
was present but (b) (6), (b) (7)(C) head was down as
stated what just happen when
coworker (b) (6), (b) (7)(C) said what the Fuck
told (b) (6), (b) (7)(C) nothing wrong. I
myself (b) (6), (b) (7)(C) tap (b) (6), (b) (7)(C) in
right leg to get (b) (6), (b) (7)(C) attention and before
start of the truck coming down on me,
(b) (6), (b) (7)(C) 2014 (b) (6), (b) (7)(C) company is
Review Now stated I punch (b) (6), (b) (7)(C)
in (b) (6), (b) (7)(C) Back and aggressively pull
off the truck. I explain to everyone
I tap (b) (6), (b) (7)(C) on leg with a little torque,
The company tap (b) (6), (b) (7)(C) against me
(b) (6), (b) (7)(C) stated (b) (6), (b) (7)(C) is not mad and
understand (b) (6), (b) (7)(C) also sent me text
stating what the company is doing to
fire me with these No merit check
list against me along with my coworker
and Union Reps stating notes to help
for company. I have myself
(b) (6), (b) (7)(C) I have Proof

These are the
Papers I Fax to

(b) (6), (b) (7)(C) ON

December 31, 2014

(b) (6), (b) (7)(C) stated

have them Fax to
before the dead line
ON JAN 2, 2015.

Now the company "PSE&G" wants
to have a meeting FOR 2nd step
WOW!

(b) (6), (b) (7)(C)

For: To:

Can you give me
A call as you
Look over the
Notes. Can you
also be limit in
what you share
with PSE & G. I'm
Revealing important
Information with only
you, besides what you
Need from the Texts

axi TC
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

iReviewNow.com
Patented Background Screening by Securix

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Kept Persuading
me to take the
Severance pay
and drop Civil Right
and NLRB. Take the
money and have faith.

I have object proof, that the
subject matter of this paper
Does not support there
contention to what they are,
What I have; supports my
content I have been set up
because Racial discrimination
Retaliation. For my Racial
complaints.

(b) (6), (b) (7)(C)

Fax

I have the texts
developed into photo size
pictures. Total pictures 22. It's
our overall conversation
until the company made
go against me. This is full evidence
I can deliver them to you
or whom ever you like me to
give them too.

(b) (6), (b) (7)(C)

12-130-14

ATT:

(b) (6), (b) (7)(C)

From

(b) (6), (b) (7)(C)

The Company Allows certain employees
To get away with wrong doing

Company doesn't Follow Policy

May 2011

I have proof

PUBLIC SERVICE ENTERPRISE GROUP SEXUAL HARASSMENT AND OTHER DISCRIMINATORY HARASSMENT POLICY

It is the policy of Public Service Enterprise Group and its direct and indirect subsidiaries and related entities (PSEG) to maintain a work environment free of sexual harassment and other forms of harassment based on any Protected Characteristic as identified herein. PSEG expects every employee to be aware of and abide by this policy. Any employee who violates this policy is subject to discipline, up to and including discharge. All complaints of sexual harassment and other discriminatory harassment will be investigated immediately and where appropriate, effective remedial action will be implemented.

Sexual harassment in the workplace, including throughout the application and interview process, is strictly prohibited. Sexual harassment may consist of either: (1) sexual blackmail or a sexual bribe (i.e., an implicit or explicit threat or promise tied to an expectation that the employee or applicant will submit to the sexual demands of a manager or supervisor) or (2) hostile work environment sexual harassment (i.e., unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating hostile or offensive working environment). Examples of the types of sexual harassment expressly prohibited by this policy may include but are not limited to: displays of sexually-oriented pictures or posters; sexually oriented or explicit remarks (including written or oral references to sexual conduct, gossip regarding someone's sexual activity, sexual orientation or physical appearance); transmission of sexually offensive e-mail, voicemail or instant messages; inappropriate touching or gestures; or any other conduct deemed inappropriate by PSEG.

Like sexual harassment, other discriminatory harassment in the workplace, including throughout the application and interview process, is also prohibited. Discriminatory harassment consists of speech or conduct that is severe or pervasive based on an individual's Protected Characteristic where the speech or conduct is sufficient to alter the terms and conditions of the individual's employment. This harassment can take many forms, including remarks, pictures, cartoons, posters, or other verbal or physical conduct aimed at an individual or group because of race, religion, creed, color, national origin, nationality, ancestry, age, present or past history of mental or physical disability, perceived disability, marital status, sex, pregnancy, affectional or sexual orientation, gender, gender identity, including expression of gender identity (consistent with applicable law), domestic partnership or civil union status, atypical hereditary cellular or blood trait, genetic information, AIDS and HIV status, qualified Special Disabled Veterans, Veterans of the Vietnam Era, any other Covered Veterans, or obligation to serve in the Armed Forces of the United States or any other status protected under applicable law ("Protected Characteristics").

This practice also applies to employee interactions with third parties while the employee is performing work for the Company. Specifically, the Company is committed to ensuring that employees are not subjected to sexual harassment or other forms of discriminatory harassment by third parties (e.g., customers, contractors, vendors) while performing work for the Company. Likewise, employees are specifically prohibited from engaging in sexual harassment or other forms of discriminatory harassment directed at third parties while performing work for the Company.

Employees who believe they are being subjected to sexual harassment or other forms of discriminatory harassment should immediately report the conduct to his/her supervisor or manager. If an employee is not comfortable speaking to his/her supervisor or manager, or the concern relates to his/her supervisor or manager, he/she should speak to any other management personnel with whom he/she feels comfortable. Employees are also encouraged to report any concerns to Employee Relations at 973-430-5545 or via e-mail at employeerelations@pseg.com. Managers and Supervisors are required to report all such incidents known to them to Employee Relations. Applicants should also bring any concerns that they have to Employee Relations.

PSEG will review all complaints alleging sexual harassment or other discriminatory harassment and will recommend prompt and effective remedial measures where warranted. Management employees will be expected to implement remedial measures on behalf of the company.

Employees of and applicants to PSEG will not be subject to harassment, intimidation, threats, coercion, discrimination, or any form of retaliation because they have raised a concern, filed a complaint, assisted in a review, investigation, or hearing related to sexual harassment or other forms of discriminatory harassment.

(b) (6), (b) (7)(C)

Company knows about cartoons pictures
nothing done, because of Family and Friends

May 2011

PUBLIC SERVICE ENTERPRISE GROUP EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

It is the policy of Public Service Enterprise Group and its direct and indirect subsidiaries and affiliates (PSEG) to provide employment opportunities to all individuals in a non-discriminatory manner and to strictly prohibit discrimination in employment based upon any Protected Characteristic as identified herein. PSEG expects every employee to be aware of and abide by this policy. Any employee who violates this policy is subject to discipline, up to and including discharge. This policy means that all employment decisions - including selection, hiring, placement, compensation, benefits, transfer, promotion, training, layoff, termination, pre-placement testing, tuition aid, company sponsored social activities and disciplinary action - will be made without regard to a person's protected status such as race, religion, creed, color, national origin, nationality, ancestry, age, present or past history of mental or physical disability, perceived disability, marital status, sex, pregnancy, affectional or sexual orientation, gender, gender identity, including expression of gender identity (consistent with applicable law), domestic partnership or civil union status, atypical hereditary cellular or blood trait, genetic information, AIDS and HIV status, qualified Special Disabled Veterans, Veterans of the Vietnam Era, any other Covered Veterans, or obligation to serve in the Armed Forces of the United States or any other status protected under applicable law ("Protected Characteristics").

Employees who have concerns about equal employment opportunities or who believe they are being discriminated against based upon a Protected Characteristic should immediately speak to his/her supervisor or manager. If an employee is not comfortable speaking to his/her supervisor or manager, or the concern relates to his/her supervisor or manager, he/she should speak to any other management personnel with whom he/she feels comfortable. Employees are also encouraged to report any concerns to Employee Relations at 973-430-5545 or via e-mail at employeerelations@pseg.com. Managers and Supervisors are required to report all such incidents known to them to Employee Relations. Applicants should also bring any concerns that they have to Employee Relations.

PSEG will review all complaints alleging discrimination and will recommend prompt and effective remedial measures where warranted. Management employees will be expected to implement remedial measures on behalf of the company.

Employees of and applicants to PSEG will not be subject to harassment, intimidation, threats, coercion, discrimination, or any form of retaliation because they have raised a concern, filed a complaint, assisted in a review, investigation, or hearing related to equal employment opportunities and discrimination.

The company has pledged to take affirmative action designed to afford all employees and applicants equal employment opportunities. These procedures are clearly defined in the applicable Affirmative Action Program, which includes three distinct programs addressing affirmative action for (1) Minorities and Females, (2) People with Disabilities, and (3) Covered Veterans. For inquiries regarding Affirmative Action, please contact PSEG's Affirmative Action Compliance Manager.

If you wish to self-identify as disabled or as a qualified Special Disabled Veteran, a Veteran of the Vietnam Era or any other Covered Veteran for the purposes of the Company's Affirmative Action program, please notify PSEG's Business Center Employee Services between 7:30 a.m. and 4:30 p.m., at 1-800-571-0400. Submission of this information is voluntary, will be kept confidential and is being requested to comply with federal record keeping requirements. This information or the refusal to supply it will not subject the employee or applicant to retaliation or reprisal and will not be used to make any employment decision.

In addition, if you believe that you are a person with a disability or a sincerely-held religious belief as those terms are defined under federal and state law, and you want to request a workplace accommodation, please follow the accommodations request process by accessing the Accommodations Request Forms in Manuals Connection or speaking with your manager or client consultant to obtain the appropriate form. If you are an applicant and believe you need an accommodation during the application process, please speak to your PSEG recruiter, call the designated Staffing line at 973-430-3845 or contact PSEG's Affirmative Action Compliance Manager at 973-430-6540.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) was sitting in (b) (6), (b) (7)(C) office
this morning for at least a half hour or
more, (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
came to the work truck and told me to get
my stuff and leave with (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) wouldn't explain anything about what was
going over all. I want to (b) (6), (b) (7)(C)
to ask (b) (6), (b) (7)(C) office
who's taking me to the job and
what's going on with me, why do I have to
report to your office after work, (b) (6), (b) (7)(C)
didn't want to explain and gave me a direct order
to leave (b) (6), (b) (7)(C) office. As I was leaving (b) (6), (b) (7)(C) office, I
said be honest about what's going I have proof, (b) (6), (b) (7)(C)
got up out (b) (6), (b) (7)(C) chair in chase behind me forcefully,
repeatedly asking me close to my face, what did you
Numerous, (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) saw (b) (6), (b) (7)(C) chasing
me, (b) (6), (b) (7)(C) observe also, when I mention your
harassing me, (b) (6), (b) (7)(C) back up quick!
(b) (6), (b) (7)(C) sat in (b) (6), (b) (7)(C) office for at least a
half hour discussing myself to (b) (6), (b) (7)(C) without any
representation. I witness it along with the cameras and other supervisors

(b) (6), (b) (7)(C)

Take's Notes to help
the Company, to lead up
to my discharge. I have
PROOF but don't want my
INFORMATION given to the
Company as I send it to you

(b) (6), (b) (7)(C) side's with company
and help's them also, Telling my
CO WORKERS to report me for
anything there not happy with, which
lead up to my Discharge.

(b) (6), (b) (7)(C) **(b) (6), (b) (7)(C)**

Resign, I ask myself why!

(b) (6), (b) (7)(C) and **(b) (6), (b) (7)(C)** **(b) (6), (b) (7)(C)**
both laugh and called me SLICK!

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

meeting

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Was I on crew with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) yes
Did I work (b) (6), (b) (7)(C) about the camp? Yes
I'm not able to conduct any investigation
Am I understood? Yes

(b) (6), (b) (7)(C)

19

Did I say, I have proof now, I'm recording, I have you
on tape or Audio,

Are you recording conversation as I speak to
co-workers? Not that I know of or who

(b) (6), (b) (7)(C) Ask me not to Record conversation,
It's (b) (6), (b) (7)(C) suppression people from speaking to me,

I (b) (6), (b) (7)(C) mention the camera taping as
(b) (6), (b) (7)(C) Follow me out of (b) (6), (b) (7)(C) office,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

*Panic fit

meeting

Fact Finding

Two (b) (6), (b) (7)(C) very issue occurred

(b) (6), (b) (7)(C) Questions

(b) (6), (b) (7)(C)

What crew were you on?

Do you remember where you work? Yes

Tell me about the day? Just had a good day, nothing in particular

Did you have conversation with (b) (6), (b) (7)(C)? We always talk, personal stuff and work.

(b) (6), (b) (7)(C)

Did you have any verbal altercation with (b) (6), (b) (7)(C)? No

We Always Get Along

Did you have any physical contact with (b) (6), (b) (7)(C)? When I walk to the truck, I tap (b) (6), (b) (7)(C) didn't realize I was behind

Did you punch (b) (6), (b) (7)(C)? Did you pull (b) (6), (b) (7)(C) No
Where was (b) (6), (b) (7)(C) head down on the opposite side of the truck. (b) (6), (b) (7)(C) head was down.

Did you have conversation after that - we talk all day after that

Did you record the conversation maybe (b) (6), (b) (7)(C) did or someone else did

Did you have conversation with (b) (6), (b) (7)(C) after (b) (6), (b) (7)(C) came off the truck.

Did you have conversation with (b) (6), (b) (7)(C) coming off the Truck

Did you talk how (b) (6), (b) (7)(C) came off the truck, Don't remember

Did you have any physical contact, maybe that's where they said (b) (6), (b) (7)(C) got punch

There was someone else I knew, maybe they had Audio tape or something

Suspended me with out pay 3:32 They will be in Touch
Don't Visit No Jobs, Don't Visit Residents
Reason of Suspension until we Finish Conversation
Corporate Security and Cops were there as
(b) (6), (b) (7)(C) walk me to the door

AUDUBON POLICE DEPARTMENT

CRIMINAL INVESTIGATIVE UNIT

THIS SECTION WILL BE COMPLETED BY POLICE PERSONNEL ONLY

CASE # 2014 - (b) (6), (b) (7)(C)
DATE OF INCIDENT 11 (b) (6), (b) (7)(C)
TYPE OF INCIDENT Harassment
NAME OF BUSINESS PSE+G

THIS SECTION WILL BE COMPLETED BY COMPLAINANT OR WITNESS
THE FOLLOWING SUMMARY IS A STATEMENT OF FACTS WHICH DENOTES THE
ACTION OF THE SUSPECT/S WHICH PROMPTED POLICE INTERVENTION.

SUSPECT'S NAME (b) (6), (b) (7)(C) ADDRESS (b) (6), (b) (7)(C)

SUSPECT'S NAME ADDRESS (b) (6), (b) (7)(C)

SUMMARY:

(b) (6), (b) (7)(C)

My Name is (b) (6), (b) (7)(C)
I was Harassed by
my Employer (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) actually chase
me down the Hall way in my
Face constantly Questioning
me over and over. Remarks
Repeatedly were (What did you
say?). Until I Respond, are you
harassing me, are you looking for
a Altercation. (b) (6), (b) (7)(C) Follow
(b) (6), (b) (7)(C)

witness this all today (b) (6), (b) (7)(C) 14 at
535 West Nicholson Rd Audubon NJ
Company is Public Service Electric and Gas

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Kept putting me on hold! (b) (6), (b) (7)(C) I drove (b) (6), (b) (7)(C) this
called 8731 am. we talk for a hour. (b) (6), (b) (7)(C) ask me to to
Shape (b) (6), (b) (7)(C) questions

(b) (6), (b) (7)(C) 13 (b) (6), (b) (7)(C) 1013 Haddon Ave. Camden, NJ
Something better (b) (6), (b) (7)(C) called Supervisor (b) (6), (b) (7)(C)
5-11-14 3:00pm called for Annapolis (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) 14 (b) (6), (b) (7)(C) and plates, (b) (6), (b) (7)(C) 1013 Haddon Ave. Camden, NJ

(b) (6), (b) (7)(C) 14 Witherspoon, Pennsylvania "Clamp"

(b) (6), (b) (7)(C) 12 (b) (6), (b) (7)(C) Corporate
14 Did I ask (b) (6), (b) (7)(C) who fatted me out
14 1619 Euclid St Camden, NJ 08104 IF you
question me about work again. Throat through (b) (6), (b) (7)(C) off

(b) (6), (b) (7)(C) Hostile Environments
(b) (6), (b) (7)(C) 14 (b) (6), (b) (7)(C) Region, I made phone calls
(b) (6), (b) (7)(C) 13 Change Radio Station NO 1013 Haddon Ave, C

(b) (6), (b) (7)(C) 13 (b) (6), (b) (7)(C) Truck Fight & Late, (b) (6), (b) (7)(C) Watch
They started taking notes down before and after this issue
(b) (6), (b) (7)(C) 13 (b) (6), (b) (7)(C) drop me off at the curb, mothers,

(b) (6), (b) (7)(C) 13 (b) (6), (b) (7)(C) Late & asking why questions

(b) (6), (b) (7)(C) 13 9:18am (b) (6), (b) (7)(C), How I was being attack
by management. I wanted to wait to make sure things
will calm down

How Long have you been at your Job? (b) (6), (b) (7)(C) YES
Whats your current job title? (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
How Long have you held your position? (b) (6), (b) (7)(C) YES Question
Who is my Supervision? (b) (6), (b) (7)(C)
How Long has he been my Supervision? Since (b) (6), (b) (7)(C) 2011

intimidating hostile work environment
Nepotism - Favoritism shown on the basis of Family, Relationship, as in business
Cartoons, Postures, Pictures
Coercion - the act of coercing; use of Force or intimidation to obtain compliance
Harassment in many forms, Race discrimination, discriminatory harassment in the workplace
Verbal conduct
People smoke on the job
People Talk on the phone while driving & working on the clock, steal over.
Mid 90's (b) (6), (b) (7)(C) brought a bomb to work, (b) (6), (b) (7)(C) threaten to blow people up
was out for 1 month, 6 month, 9 months, nut house
- DWI, how many
(b) (6), (b) (7)(C) helps each other, they all work together
(b) (6), (b) (7)(C) helps the company
take's pictures of after my (b) (6), (b) (7)(C) reports me
immature shop - IF one don't like you, they gang up on you
The older guys know the union sucks and they help the org, with it.
People think they can talk to you how they want and get away
They drove (b) (6), (b) (7)(C) Nut?
they want you to help them but they don't want to help you
they don't know how to teach, they teach like the old times
they talk to you however they like, people from Trenton transfer
ere an Tell me the something I've been there
they are disciplining people, because I have made important phone calls
ss (b) (6), (b) (7)(C) back into motorcycle, (b) (6), (b) (7)(C) lost (b) (6), (b) (7)(C) IP 6-2-14

(b) (6), (b) (7)(C)

(no subject)

1 message

(b) (6), (b) (7)(C)
To (b) (6), (b) (7)(C)

Sat, (b) (6), (b) (7)(C) 2014 at 6:17 PM

Workplace coercion can change the value and belief system of an organization and create an unhealthy work environment. When organizations allow workplace coercion to run rampantly, employees may become demoralized and the organization may find it difficult to use its human resources effectively. While workers may learn to work with the difficult situations and may try to adapt, constant undue distress lead to excessive absences and high turnover rates. (b) (6), (b) (7)(C)

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Talent Mgmt Strategies

See How Oracle Makes HR Management More Manageable-Download Free Paper www.oracle.com/TalentMgmt

Workplace coercion involves using power or strength to force employees to behave in a certain way. Patrick Bratton, in the essay "When Is Coercion Successful?", writes, "Coercion uses threats to influence the behavior of another," making the other "choose to comply rather than directly forcing" compliance. Employers use coercive tactics for many reasons, including attempts to motivate low-performing employees to produce better results or to increase company attendance at meetings. Whatever the objective, workplace coercion offers threats of punishment if employees do not comply with the given directive. Threats of punishment can include demotions, isolation from group activities, poor reviews and mediocre assignments.

Coercion limits employee choices and can be both effective and ineffective. When using coercion to direct and motivate employees, managers may use threats of termination, negative performance reviews and low wage increases to coerce punctual attendance or increased production. These threats may motivate employees to perform according to company standards. However, coercive tactics can backfire. Coercion involves telling employees what to do and promises punishment if employees do not follow directives. It does not allow employees to share in making decisions. Employees working under coercive management styles may be resentful and may choose other employment. Coerced employees also may follow directives even when they know the directives will not accomplish the objective.

Related Reading: The Effects of Negativity in the Workplace

Workplace coercion can occur in complex forms that involve authoritative status, deception, physical power and a range of tools such as showing favoritism, discrimination and denial or provision of rewards. For example, managers who direct employees without allowing the staff to share in workplace decisions use an authoritative style of management to coerce results. Also, employees who appear to be bigger or stronger than others may use their size to intimidate other employees, forcing the smaller or weaker employee to perform certain tasks. Workplace coercion also can take psychological forms, which involves manipulating workers in a variety of nonphysical ways, including peer pressure, providing misleading information, assignment of unachievable targets and making false promises.

Just as employees can pursue any job opportunity that meets their interests, employers can seek employees who fit their needs and fire those who do not. Employers typically can hire or fire at will, but they must abide by discriminatory laws. If employees believe they are victims of discrimination, they can file complaints with the U.S. Equal Employment Opportunity Commission. Employers may not use workplace coercion to retaliate against employees who file discrimination charges with the EEOC. Workplace coercion becomes illegal when it is used to prevent employees from exercising their rights.

(b) (6), (b) (7)(C)

-13

(b) (6), (b) (7)(C)

-13

They had a Personnel meeting, discussing me

They also came up with a task board meeting, to write down the entire job production. I believe, they are writing down every thing in regards of me only! They are singling me out!

(b) (6), (b) (7)(C)

INFORM myself

What the company was doing to come against me, using my coworkers and union Reps

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 20:36:25 -0500 (EST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd:Dude we shouldn't have made plans in front of these fucks here. Fucking hate this place

you can get all the Texts
From Sprint about (b) (6), (b) (7)(C)
Helping me. There's MORE!

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 19:51:44 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd: Ill drive (b) (6), (b) (7)(C) Seriously. This place is bullshit

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 20:37:16 -0500 (EST)

To: (b) (6), (b) (7)(C)@fedex.com

3.

Fwd: I knew it!!!!!!

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 19:37:39 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd:Don't trust any if these assholes (b) (6), (b) (7)(C) That goes for me also. I hate it here

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 19:38:03 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

5.

Fwd: Fuck them. Ill drive us there.

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 19:38:37 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd:Y not trust u?. Is that wat u r saying or ur saying u don't trust them

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 20:55:12 -0500 (EST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd:No don't trust them

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 20:55:50 -0500 (EST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd: And I don't trust them

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 20:56:18 -0500 (EST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd:I'm seriously about two fucking seconds on flipping out on someone

Subject: 1/2

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 19:41:14 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd:I always knew I would get yo the point where I say basically Screw you I'm friends with (b) (6), (b) (7)(C) and if you don't like it well fuck of

Subject: 2/2

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 19:41:15 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

f. It's just that ba

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 19:41:57 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd:cklash from the big mouths who have all the control who will torture us more and more. Hate it (b) (6), (b) (7)(C)

Subject: 1/2

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 20:58:46 -0500 (EST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd: You're right (b) (6), (b) (7)(C) I just wanna pass this test but keep my job and well being for my family secure. I'm sorry if I let you down t

Subject: 2/2

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 19:58:46 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

oday (b) (6), (b) (7)(C)

Subject: 1/2

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 19:42:43 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

15

Fwd:Hahaha both . Im basically destroying the environment as we speak. Jk haha
naaa I'm not sick like that. I'm having problems with my

Subject: 2/2

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 20:42:43 -0500 (EST)

To: (b) (6), (b) (7)(C)@fedex.com

(b) (6), (b) (7)(C) disorder dud

Subject: 1/2

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 20:43:38 -0500 (EST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd:e. I've been not myself and have been extremely angry and extremely down. I'm slowly bouncing back. If I seem weird for a little don

Subject: 2/2

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 20:43:39 -0500 (EST)

To: (b) (6), (b) (7)(C)@fedex.com

't take offense. I'm

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 20:15:00 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd: gonna be real out of it until I can get use to my new meds. I hate this shit

(b) (6), (b) (7)(C)

Subject: 1/2

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 21:23:18 -0500 (EST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd: Too many demons in my head that I have to fight. Just so worn down. I'll bounce back though. Just need a little help from the man up

Subject: 2/2

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 20:23:19 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

stairs.

21.

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 19:44:29 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

22

Fwd:Theybare givng me the traitor bullshit

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 19:44:56 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd: You need help, ill always help you. But call me out of this place. On the phone or meeting up. I got your back though

Subject:

From: (b) (6), (b) (7)(C)@messaging.sprintpcs.com

Date: Tue, 30 Dec 2014 20:08:17 -0600 (CST)

To: (b) (6), (b) (7)(C)@fedex.com

Fwd: Don't lie (b) (6), (b) (7). Be honest about what you said and you no (b) (6), (b) (7)(C) is setting me up.
I PROOF about everything!!

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Kept Persuading
me to take the
Severance pay
and drop Civil Rights
and NLRB. Take the
money and have Faith.

I have object proof, that the
subject matter of this paper
Does not support there
contention to what they are
what I have supports my
content I have been set up
because Racial discrimination
Retaliation for my Racial
complaints.

ATT:

Kathleen O'neal

DEV

(b) (6), (b) (7)(C)

1-22-15
notes

From:

(b) (6), (b) (7)(C)

1-22-15

I (b) (6), (b) (7)(C) talk to
(b) (6), (b) (7)(C) over the
phone on (b) (6), (b) (7)(C)-15 at 9:46am For Ten
minutes about my last meeting on (b) (6), (b) (7)(C) 201st
For and steps, in regards of my suspension & discharge
(b) (6), (b) (7)(C) stated the company decision
was Final to "UnFair Suspension-It's
Appropriate", "Harassment, There was No
Harassment because (b) (6), (b) (7)(C) gave me a direc
order to stop, "Discharge - Just Cause."

(b) (6), (b) (7)(C) Kept mentioning in a calm way
to see if I had or have a Lawyer, (b) (6), (b) (7)(C)
also kept asking For my Audio or Video evidence
I have on (b) (6), (b) (7)(C) The Company and Union try's
to act like they are trying to help me as I give
them evidence, to help Get my Job back, but they
take my evidence, an use it against me to their
advantage, so I didn't give them anything!

I Believe there both waiting to see IF I'm going to provide it, before 3rd step Meeting, Either way, I will just wait for there decision, on the behalf of me not providing. I also sent a Letter to NJ Department of Labor Work Force Development PO Box 058, 44 Trenton NJ 08625. For a written Request of the Transcribe interview on (b) (6), (b) (7)(C) 15 with (b) (6), (b) (7)(C) Unemployment, (b) (6), (b) (7)(C) Human Resources and myself. (b) (6), (b) (7)(C) Supervisor for (b) (6), (b) (7)(C) gave me instructions to receive the information. It could take up to 2 months, (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Number in Camden NJ is (b) (6), (b) (7)(C) IF you have any question's For (b) (6), (b) (7)(C) I sent for the Transcribe Interview, to see if (b) (6), (b) (7)(C) shared all of my information I sent to (b) (6), (b) (7)(C) to help prove, but not for (b) (6), (b) (7)(C) to give my Evidence to the company

ATT: NJ

Department of Labor
Work Force Development
Trenton NJ

My name is (b) (6), (b) (7)(C) I talk
to (b) (6), (b) (7)(C) from the
County Employment office 856-614-2372
(b) (6), (b) (7)(C) stated this maybe your office
Fax 609-633-2884. I would like for a
Supervisor to call myself at (b) (6), (b) (7)(C) to
confirm before I send my Request to whom
ever I'm seeking for a written Request of the
Transcribe interview on (b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

call ASAP !!

My Name is (b) (6), (b) (7)(C) I'm asking For a written Request of the Transcribe interview that took place on (b) (6), (b) (7)(C) 2014 My social # is (b) (6), (b) (7)(C) My cell # (b) (6), (b) (7)(C) For any other question.

(b) (6), (b) (7)(C) did the Fact Finding over the phone along with that, I would like to have a understanding of my information I gave (b) (6), (b) (7)(C) to help my case and what (b) (6), (b) (7)(C) personal information of my own (b) (6), (b) (7)(C) shared with the company PSE&G.

I Talk to (b) (6), (b) (7)(C) From Camden NJ unemployment office who number is (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

15

10 days to respond
to see if I will
get my pay and job back

9:11 am 9:45 am

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

New Brunswick

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

unfair suspension

wanted to discuss why

was unpaid for my suspension starting [redacted] 2014, to my Discharge on [redacted] 2014,

(b) (6), (b) (7)(C)

wanted to know why I too

(b) (6), (b) (7)(C)

wants myself to get paid for the two months.

(b) (6), (b) (7)(C)

Discharge on (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

ask what proof did the company have on proof of (b) (6), (b) (7)(C) purchasing (b) (6), (b) (7)(C) and pull (b) (6), (b) (7)(C) off the truck.

(b) (6), (b) (7)(C)

ask (b) (6), (b) (7)(C) did

file any charge? (b) (6), (b) (7)(C) said [redacted] didn't know

2nd Step Meeting
For Suspension and Discharge

Date: Dec. 11, 2014

To: Kathleen O'Nea

From: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

FAX# c DEV

658
~~645~~

Pages: Discharge letter

Public Service Electric & Gas Company
535 West Nicholson Rd., Audubon NJ 08106

PSE&G

(b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

On (b) (6), (b) (7)(C) 2013, you were issued an Oral Reminder for failing to follow instructions. On (b) (6), (b) (7)(C) 2014, you were issued a First Level Written Reminder because you did not properly install an Adams clamp on a gas main. On (b) (6), (b) (7)(C) 2014, you were issued a Second Level Written Reminder, again for failing to follow instructions. Each time, you were advised that if any problems arose in your conduct, work performance or availability during the active period of the corrective action, you would be subject to further discipline, up to and including discharge.

Despite these repeated warnings, on (b) (6), (b) (7)(C) 2014, you punched a co-worker and aggressively pulled (b) (6), (b) (7)(C) off a company vehicle for no legitimate reason. To make matters worse, you were not candid in the related investigation. This incident is the latest in a series of incidents which demonstrate that you either refuse or are unable to conduct yourself properly when in the presence of your co-workers.

The Company is committed to maintaining a workplace free of physical altercations, threats, and intimidation. Your actions on (b) (6), (b) (7)(C) seriously impeded the Company's ability to maintain such a workplace. Your employment is terminated effective immediately as a result of your aforementioned actions, your active positive discipline record, and the Company's conclusion that your continued employment would pose a safety risk for its employees and otherwise impact its ability to run an efficient operation.

(b) (6), (b) (7)(C)

John F. Pilles, Jr.

Attorney at Law

Lumberton Holly Office Center

774 Eayrestown Road, Suite LI

Lumberton, New Jersey 08048-3100

November 5, 2014

United States of America
National Labor Relations Board
Region 4
615 Chestnut Street - Suite 710
Philadelphia, PA 19106-4413

Attention: Kathleen O'Neill
Field Examiner

Re: U.A. Local No. 855
and (b) (6), (b) (7)(C)
Case 04-CB-138855
Our File No. 01-0180-246

Dear Ms. O'Neill:

Please be advised that I represent the respondent, Public Utility Construction & Gas Appliance Workers of New Jersey, Local No. 855, of the United Association of Journeymen and Apprentices of Plumbing and Pipefitting Industry, AFL-CIO (hereinafter "U.A. Local 855"), in the above referred matter. Your correspondence dated October 17, 2014 addressed to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) has been forwarded to me for response. I regret my tardy submission of this response, by (b) (6), (b) (7)(C) last week and I was attending to other matters outside the office delaying transcription of this dictated letter.

At the outset, I enclose herewith completed Form N.L.R.B. - 4701 formally entering my appearance. Would you please note that all communications directly copied by your office to my client should be addressed to (b) (6), (b) (7)(C) for U.A. Local No. 855, instead of the Shop Stewards.

The charging party fails to provide any factual specificity thereby enabling the respondent union to author meaningful response. Hence, e.g., it is not known whether the charging party is alleging that (b) (6), (b) (7)(C) declined to accept grievance submission, or in the alternative, whether U.A. Local 855's (b) (6), (b) (7)(C) declined to process grievances submitted through the contractual steps

Licensed to Practice in:

Telephone (609) 267-7711
Telefax (609) 267-9303

New Jersey
Texas

National Labor Relations Board

Re: Case 04-CB-138855

November 5, 2014

Page 2

set forth within the collective bargaining agreement. I am assuming -- but assumptions do not provide for effective client representation -- that (b) (6), (b) (7)(C) is contesting decisions made by U.A. Local 855's (b) (6), (b) (7)(C) not to pursue matters presented by the charging party. I am making such assumption predicated upon the charging party's allegation that the respondent union "fail(ed) to properly pursue grievances that (b) (6), (b) (7)(C) filed." (Emphasis supplied.) It is also my understanding that U.A. Local 855 is currently in the process of pursuing a grievance on (b) (6), (b) (7)(C) behalf involving disciplinary action pending against (b) (6), (b) (7)(C) by the employer, Public Service Electric and Gas Company.

Notice is an essential component of constitutional due process principles governing the conduction of proceedings before judicial and administrative forums. Notice has been judicially defined as providing sufficient factual basis premising a claimant's action seeking legal and/or equitable relief. The only notice being afforded within the charge is a naked conclusionary allegation that the union breached its duty of fair representation without providing any factual specificity as to events, grievances, dates or incidents.

Ordinarily, the N.L.R.B. requests the appearance of a representative for the respondent union to appear before a Board agent at which time affidavits are prepared and signed. Such representatives are also asked to provide, at same meetings, relevant documentary evidence as same may be requested by the Board agent. My concern with this process is that the union's offices are located in Somerset County which is in northern New Jersey. I am assuming that any such meeting will be conducted in Philadelphia which would require expenditure of travel time. Without factual specificity in the charge, I suspect that the field examiner would be left in the same position as I speculating as to the factual controversy to which the labor organization will be asked to make response. Until there is meaningful notice compliance with the charging party providing factual specificity premising (b) (6), conclusionary allegation, I ask that my client not be subjected to such unnecessary expense and inconvenience.

Please contact me to discuss this matter at your earliest convenience.

Very truly yours,


JOHN F. PILLES, JR.

JFP/ (b) (6)

Enclosures

cc: (b) (6), (b) (7)(C) - U.A. Local 855
01-0180-246

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

(b) (6), (b) (7)(C)

CHARGING PARTY;

and

PUBLIC UTILITY CONSTRUCTION & GAS APPLIANCE
WORKERS OF NEW JERSEY, LOCAL NO 855, OF
THE UNITED ASSOC. OF JOURNEYMEN & APPRENTICES
OF PLUMBING & PIPEFITTING INDUSTRY AFL-CIO,
RESPONDENT

CASE 04-CB-138855

☐ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF

UA LOCAL NO 855,

THE RESPONDENT,

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☐ REPRESENTATIVE IS AN ATTORNEY

☒ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: JOHN F. PILLES, JR

MAILING ADDRESS: 774 EANRESTOWN ROAD - SUITE 61
LUMBERTON, NEW JERSEY 08048-3100

E-MAIL ADDRESS: PILLES@VERIZON.NET

OFFICE TELEPHONE NUMBER: 609-267-7711

CELL PHONE NUMBER: FAX: 609-267-9303

SIGNATURE:

DATE:

John F. Piles Jr
(Please sign in full)
OCTOBER 23, 2014

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE

From: (b) (6), (b) (7)(C)
To: O'Neill, Kathleen
Subject: RE: PSE & G
Date: Wednesday, January 28, 2015 1:39:02 PM

The text messages of (b) (6), (b) (7)(C), that's (b) (6), (b) (7)(C) explaining what the company was doing and made (b) (6), (b) (7)(C) come against me or it was (b) (6), (b) (7)(C) job. (b) (6), (b) (7)(C) clearly stated that. I'm confuse, because that is prime evidence I gave you from (b) (6), (b) (7)(C). What did (b) (6), (b) (7)(C) say when you contact (b) (6), (b) (7)(C). I gave you is proper evidence along with the audio (b) (6), (b) (7)(C), my union rep didn't witness nothing but just added (b) (6), (b) (7)(C), to help the company as (b) (6), (b) (7)(C) shouldn't but (b) (6), (b) (7)(C) does all the time, so the company can discharge me and they accomplish it with the unions help. I sent you a list of (b) (6), (b) (7)(C).

On Jan 28, 2015 1:24 PM, "O'Neill, Kathleen" <Kathleen.oneill@nlrb.gov> wrote:

There is no "proper evidence." We consider all of the evidence in the file and relevant case when we decide cases.

From: (b) (6), (b) (7)(C)
Sent: Wednesday, January 28, 2015 12:39 PM
To: O'Neill, Kathleen
Subject: RE: PSE & G

What is proper evidence that meets your requirements?

On Jan 28, 2015 8:44 AM, "O'Neill, Kathleen" <Kathleen.oneill@nlrb.gov> wrote:

Let me know what you want and I will give you copies. I received your call this morning. Yes, we did consider whether or not there was evidence of coercion. We did not find evidence that would constitute a violation of the National Labor Relations Act.

From: (b) (6), (b) (7)(C)
Sent: Tuesday, January 27, 2015 2:51 PM
To: O'Neill, Kathleen
Subject: Re: PSE & G

Hello Kathleen. Can you also provide alot of the information I gave you , stating what didn't meet? I need to have my information look over to supply more information! I will be waiting for the information we discuss over the phone today. Thanks!

On Jan 12, 2015 5:13 PM, (b) (6), (b) (7)(C) > wrote:

(b) (6), (b) (7)(C)

On Jan 12, 2015 4:34 PM, "O'Neill, Kathleen" <Kathleen.oneill@nlrb.gov> wrote:

Please give me (b) (6), (b) (7)(C) contact information.

Kathleen O'Neill

National Labor Relations Board

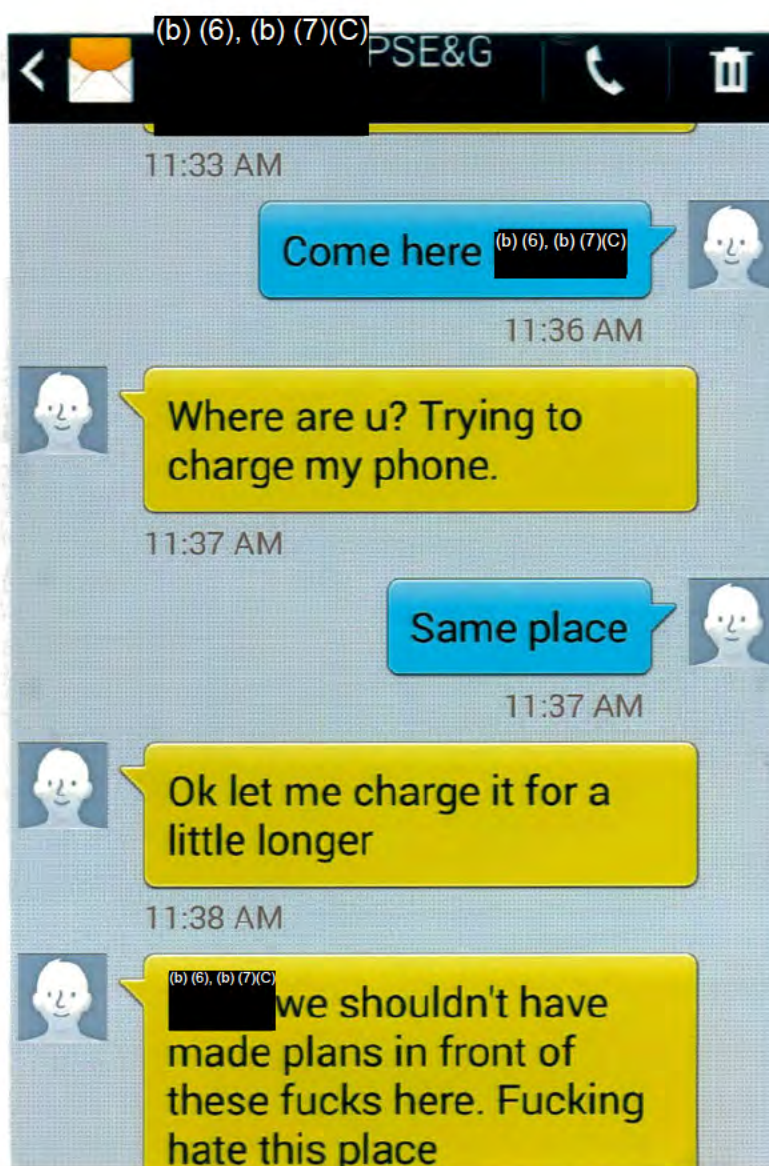
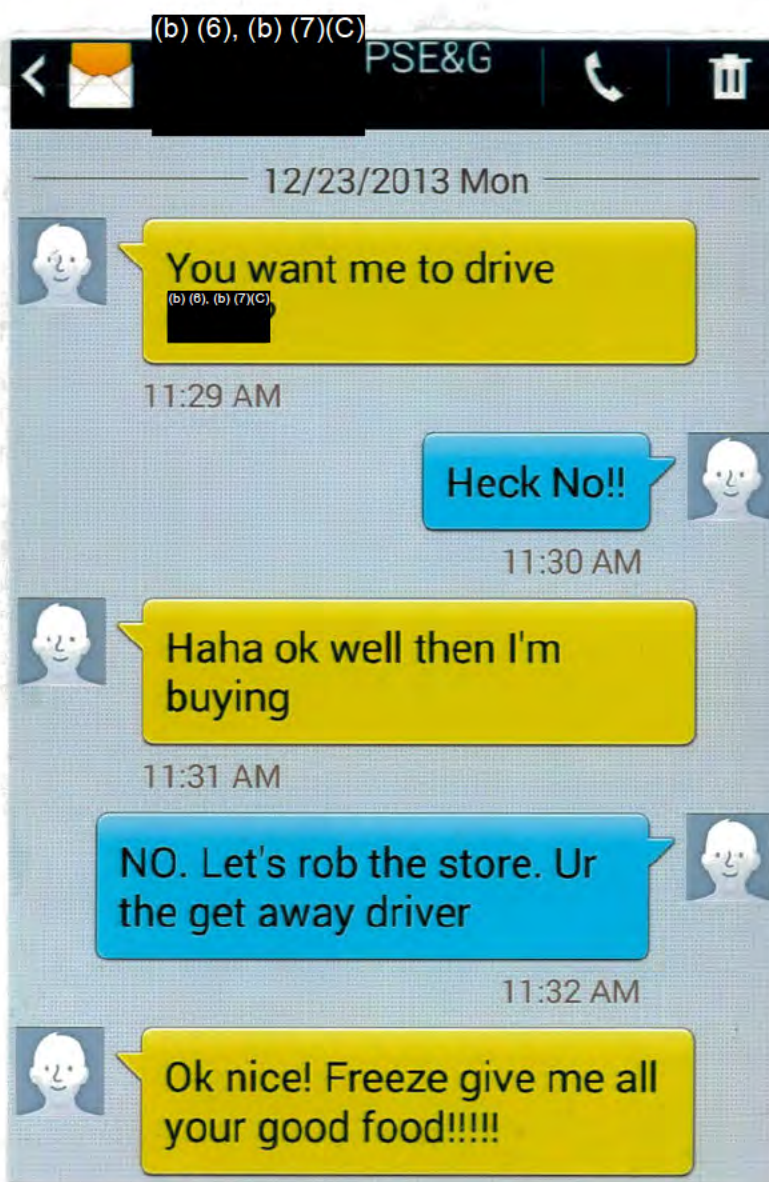
615 Chestnut Street

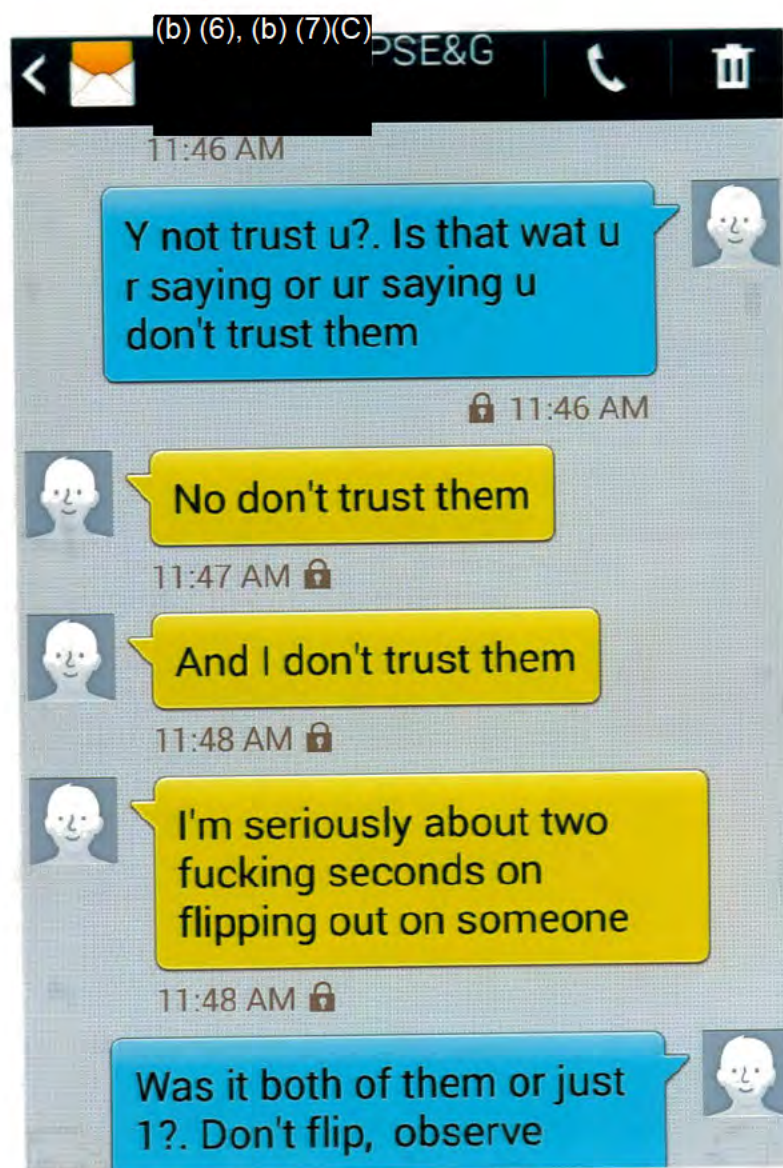
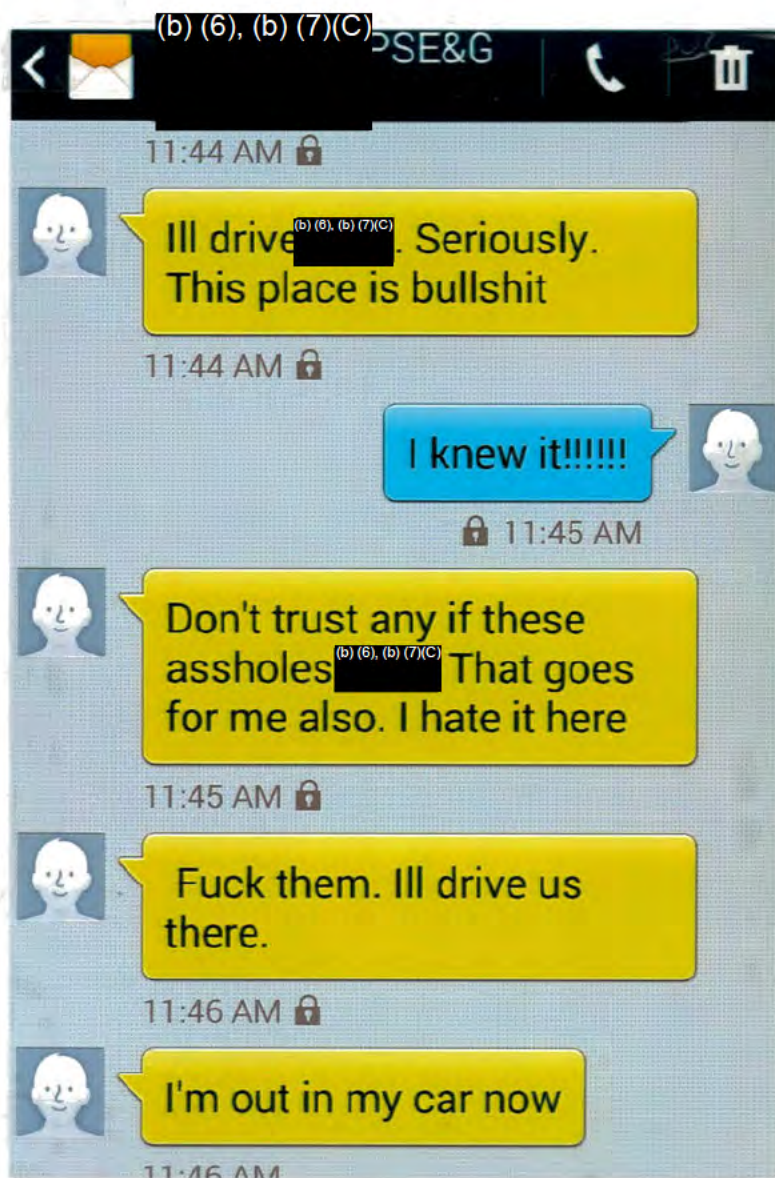
7th Floor

Philadelphia, PA 19106

[215-597-7645](tel:215-597-7645) (ph)

[215-597-7658](tel:215-597-7658) (fax)





(b) (6), (b) (7)(C)

PSE&G



11:48 AM

Was it both of them or just 1?. Don't flip, observe



(b) (6), (b) (7)(C)

PSE&G



11:50 AM

(b) (6), (b) (7)(C) in the locker room

11:50 AM

Fuck it (b) (6), (b) (7)(C) Dont get pissed. (b) (6), (b) (7)(C) not to blame

11:53 AM

It's a bunch of the "popular assholes" in here

11:53 AM

Hope u got ur food (b) (6), (b) (7)(C) n your enjoying it with your family with a clear mind. Don't let them frustrate u bcaz of me. Stay prayed up n clear minded. God has my BACK!!



Well just one but I see everyone laughing and noddng their heads

11:49 AM



Def gonna take a lot of heat but I don't care

11:49 AM

Who n where.



11:49 AM



I'm sorry people treat you like this. Fucking hate this

(b) (6), (b) (7)(C)

PSE&G



I did man. (b) (6), (b) (7)(C) loved it as usual. Honestly (b) (6), (b) (7)(C) even though you left without me knowing, I regret not following you. I am so tired of this place.

7:24 PM



I know it's not easy what u have to go through. I'm at yhat crossroads now.

7:26 PM

Don't b at a crossroad. Cast all your cares on God n he will lift them like he is doing me. GOD said he will work it! 🙏



7:29 PM

(b) (6), (b) (7)(C)

PSE&G



I always knew I would get yo the point where I say basically Screw you I'm friends with (b) (6), (b) (7)(C) and if you don't like it well fuck off. It's just that ba

7:31 PM



cklash from the big mouths who have all the control who will torture us more and more. Hate it

(b) (6), (b) (7)(C)

7:31 PM



You're right (b) (6), (b) (7)(C) I just wanna pass this test but keep my job and well being for my family secure. I'm sorry if I let you down

(b) (6), (b) (7)(C)

PSE&G

7:38 PM

Thanks man

7:38 PM

Ecclesiastic 7v9. 2
Timothy 4v18. Psalm
16v8. Psalm 31v1. Psalm
55v12. Psalm 55v22. Prov
12v16. Prov 20v19. 1 Peter
5v7. Isaiah 26v3

7:54 PM

Look them up (b) (6), (b) (7)(C) in
your bible

7:54 PM

You got it (b) (6), (b) (7)(C).

8:03 PM

(b) (6), (b) (7)(C)

PSE&G

8:20 PM

Let me kno wen u finish
reading them TONIGHT!

01/01/2014 Wed

Happy New Years Honk
Honk!!!!

12:57 AM

U2 (b) (6), (b) (7)(C)

4:16 AM

01/06/2014 Mon

One more day can I borrow
it my (b) (6), (b) (7)(C)?

3:29 PM

Sure

(b) (6), (b) (7)(C)

PSE&G

01/08/2014 Wed

GM! I hope things want
well 4 you n they will
workout

5:58 AM

Thanks (b) (6), (b) (7), everything
was fine in the house
Thank God. Thanks (b) (6), (b) (7)(C)
How did u do last night?

6:02 AM

5 hrs, oh. Don't kick the
pipe. U may look like the
kid on Christmas Story n ur
(b) (6), (b) (7)(C) Wil give u a
strange look. The (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) Look

6:32 AM

(b) (6), (b) (7)(C)

PSE&G

01/17/2014 Fri

Hahaha

6:42 AM

Hey babyyyy

7:14 AM

Cookieeeee.

7:14 AM

[http://youtu.be/
Cx1J2CzNnS8](http://youtu.be/Cx1J2CzNnS8)

8:30 PM

01/20/2014 Mon

Hahahhahahah that's
hilarious

10:00 PM

(b) (6), (b) (7)(C)

02/27/2014 Thu

Hope All is well? ?!!!

12:19 PM

Thanks (b) (6), (b) (7)(C) Everything s
ok. Have a lot of doctor
visits to go, but I'll be back
tomorrow (b) (6), (b) (7)(C) Thanks a
lot for the text (b) (6), (b) (7)(C)
Appreciate it

12:22 PM

How's everything with you

12:23 PM

I'm taking it easy n
always prayer

12:45 PM

(b) (6), (b) (7)(C)

PSE&G

Sounds good (b) (6), (b) (7)(C)

12:46 PM

12:47 PM

Haha i dont want any of
that (b) (6), (b) (7)(C). God is the only
one I see and fear.

12:49 PM

That and maybe food
poisoning. I hate throwing
up

12:50 PM

Lol. R u throwing fur balls
or gas balls

12:53 PM

(b) (6), (b) (7)(C)

PSE&G

Hahaha both . Im basically
destroying the
environment as we speak.
Jk haha naaa I'm not sick
like that. I'm having
problems with my (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) dud

12:57 PM

e. I've been not myself and
have been extremely angry
and extremely down. I'm
slowly bouncing back. If I
seem weird for a little don't
take offense. I'm

12:57 PM

gonna be real out of it until
I can get use to my new
meds. I hate this shit (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

PSE&G

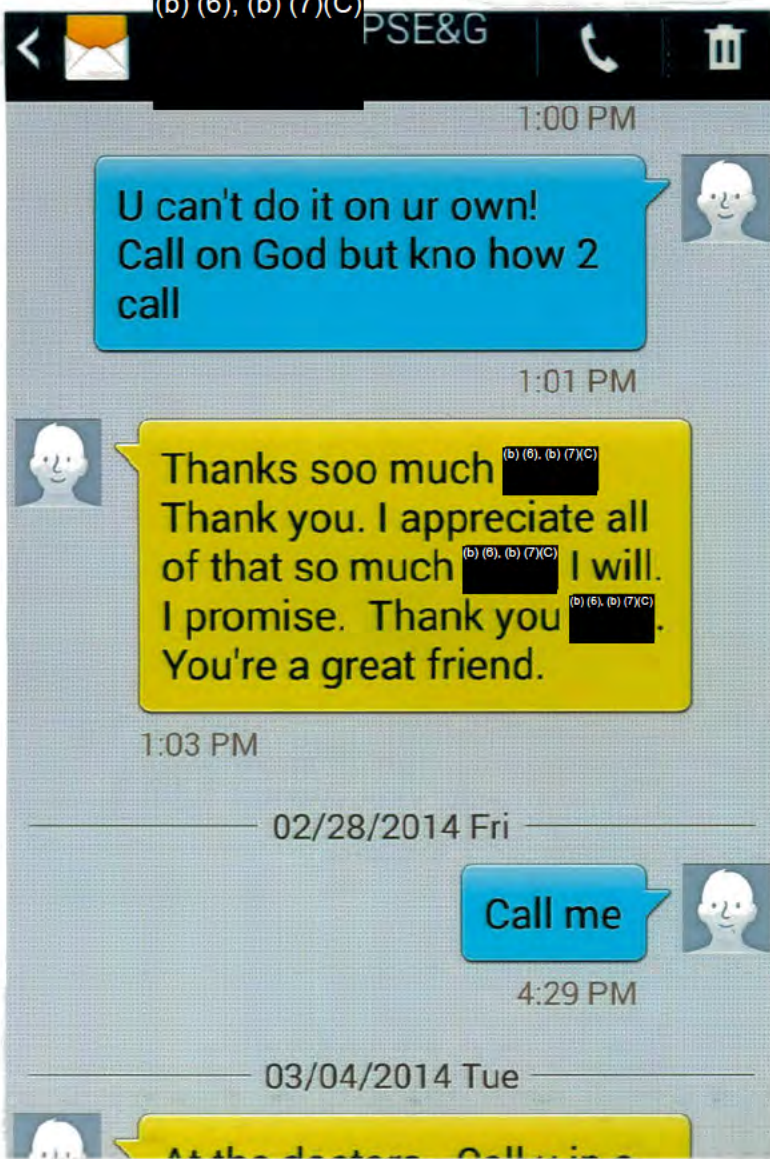
Too many demons in my
head that I have to fight.
Just so worn down. I'll
bounce back though. Just
need a little help from the
man upstairs.

1:00 PM

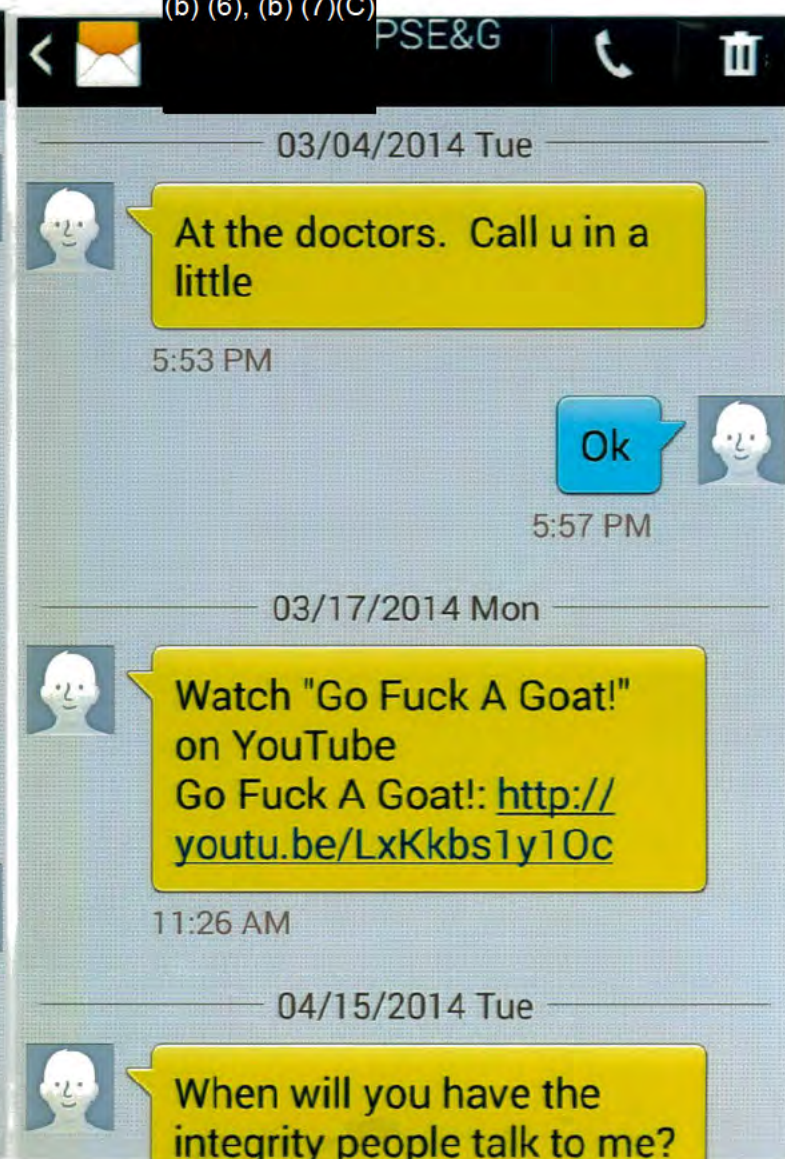
I got something 4 u
(b) (6), (b) (7)(C) Take it or leave
it.! When u come bac. It
Wil b waiting 4 u. Wat u
hav can b deliver n taking
away! !!!! True fact!!!!
God says if u believe. U
will receive! !!!!! True
fact. Move on faith. U can
beat it (b) (6), (b) (7)(C)

1:00 PM

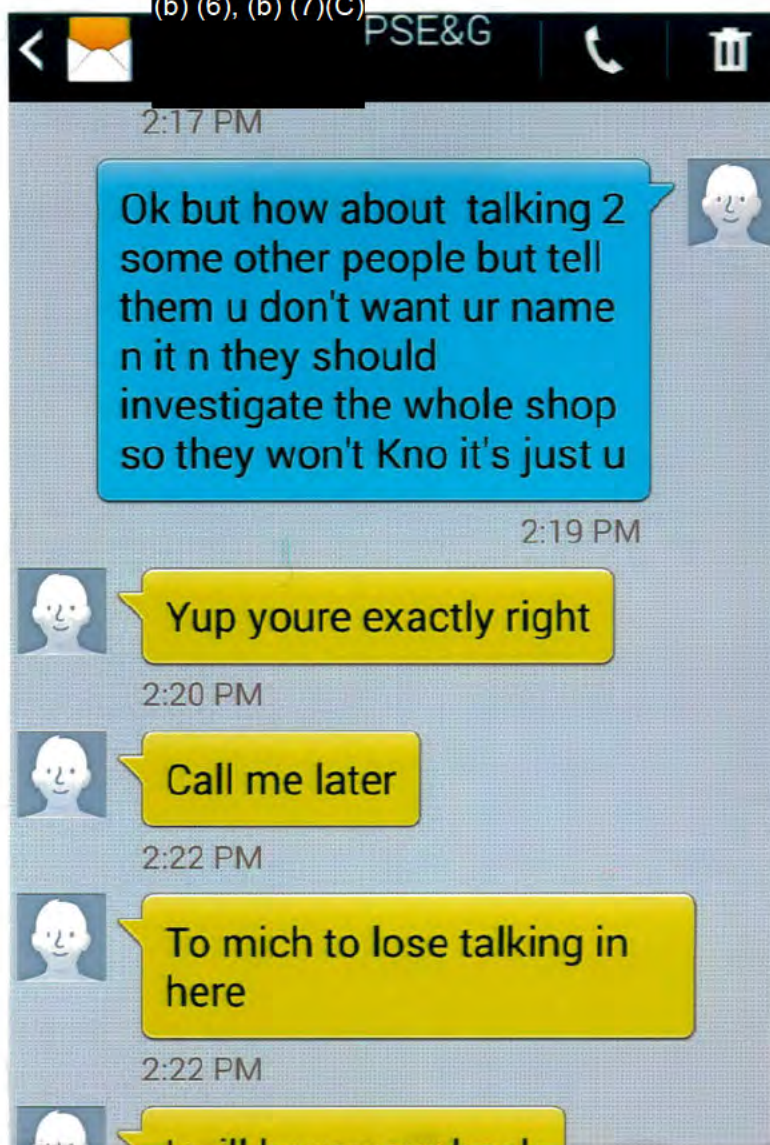
(b) (6), (b) (7)(C)



(b) (6), (b) (7)(C)



(b) (6), (b) (7)(C)



(b) (6), (b) (7)(C)

PSE&G

I will have your back

2:23 PM

These fucks are watching closely at me

2:23 PM

Theybare givng me the traitor bullshit

2:23 PM

You need help, ill always help you. But call me out of this place. On the phone or meeting up. I got your back though

2:25 PM

Come back 2 me

(b) (6), (b) (7)(C)

PSE&G

(b) (6), (b) (7)(C)

3:49 PM

08/05/2014 Tue

Thanks for taking my standby for Monday!!!

6:31 PM

No prob (b) (6), (b) (7)(C). What a crazy night.

6:41 PM

That money was for you
(b) (6), (b) (7)(C)

6:44 PM

Thanks (b) (6), (b) (7)(C) I need it.
Thanks

(b) (6), (b) (7)(C)

PSE&G

Standby for Monday!!!

6:31 PM

No prob (b) (6), (b) (7)(C). What a crazy night.

6:41 PM

That money was for you
(b) (6), (b) (7)(C)

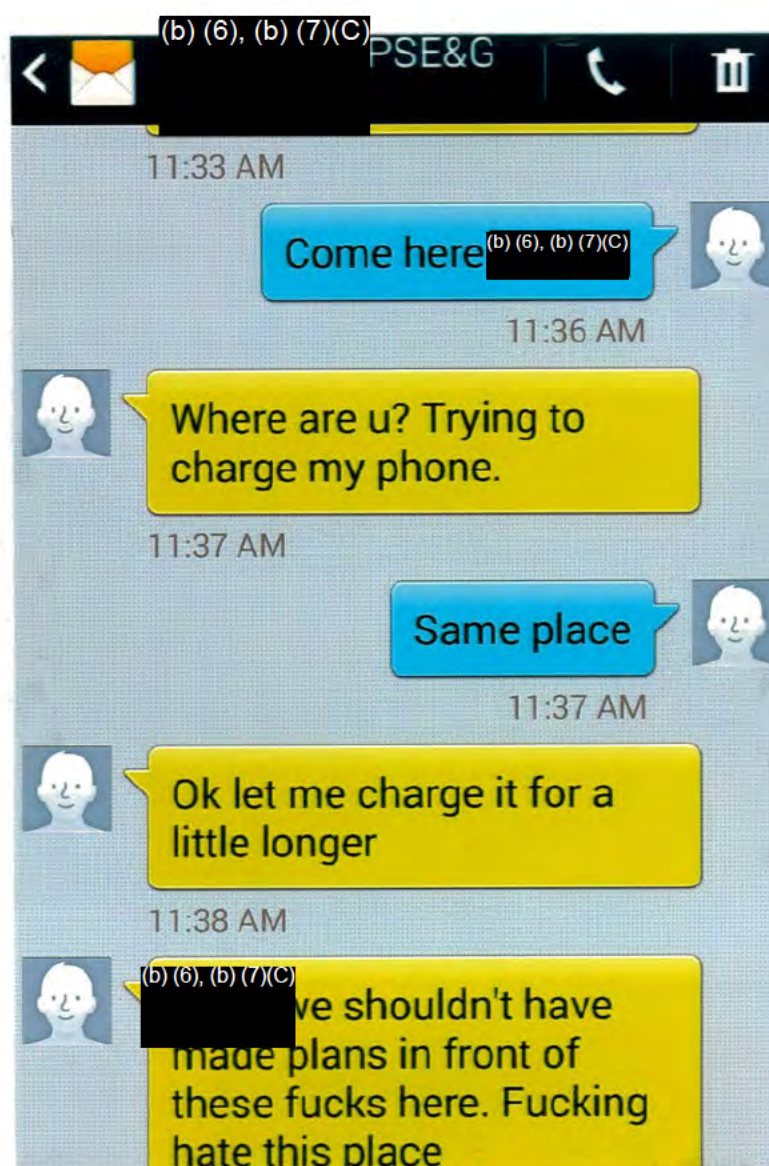
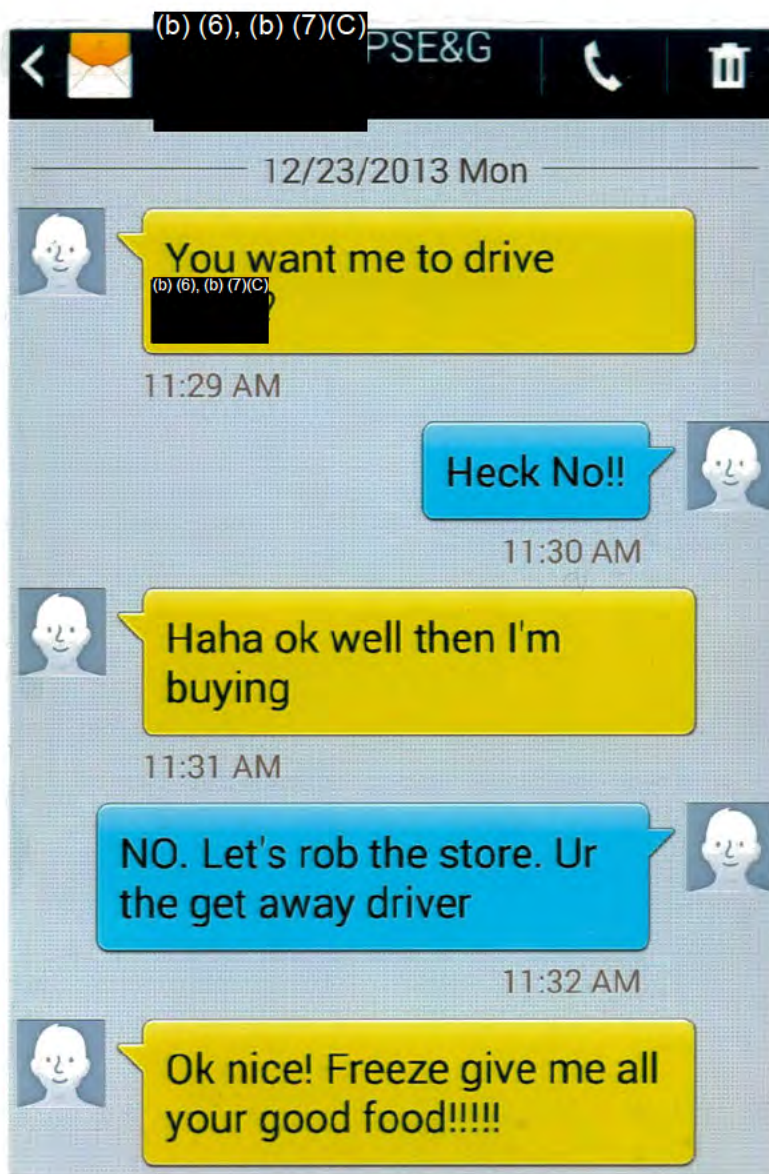
6:44 PM

Thanks man. I need it.
Thanks

6:46 PM

10/08/2014 Wed

Don't lie (b) (6), (b) (7)(C) Be honest about we you said an you no (b) (6), (b) (7)(C) is setting me up. I PROOF about everything!!



✓ 802 0003 (b) (6), (b) (7)(C) telling all my union (b) (6), (b) (7)(C) to report me to (b) (6), (b) (7)(C) for anything my union coworkers dislike at any giving time for Write up's against me, besides the union resolving things.

✓ 802 0006 (b) (6), (b) (7)(C) not job related. Couldn't erase it.

/ 802 0009 (b) (6), (b) (7)(C) talking on tape. I (b) (6), (b) (7)(C) caught (b) (6), (b) (7)(C) sitting in (b) (6), (b) (7)(C) office, they both siding with each other calling me slick, helping each other to come against (b) (6), (b) (7)(C), myself.

802 0011 (b) (6), (b) (7)(C) the three of us sitting in the work truck. I (b) (6), (b) (7)(C) ask (b) (6), (b) (7)(C) about the clamp write up against myself. Next day (b) (6), (b) (7)(C) reported me to (b) (6), (b) (7)(C) without any union reps, they talk FOR 40 minutes (b) (6), (b) (7)(C) were discussing (b) (6), (b) (7)(C) because I ask my (b) (6), (b) (7)(C) about the investigations we were involve in together, I was taken in (b) (6), (b) (7)(C) offices for a write up fact finding. Coercion, company using my union reps and coworkers to come against me.

802 0012 (b) (6), (b) (7)(C) kept saying something stinks looking at me laughing with (b) (6), (b) (7)(C) who left quick not helping, so I reported (b) (6), (b) (7)(C). Nothing done to (b) (6), (b) (7)(C)

✓ 802 0024 (b) (6), (b) (7)(C) myself. (b) (6), (b) (7)(C) understood I Tap (b) (6), (b) (7)(C) and not punch (b) (6), (b) (7)(C)

✓ 802 0026 (b) (6), (b) (7)(C) myself talking about suspension documents I didn't receive and union just aloud the company to kick me off the property with police and Corp Security. No papers at all.

802 0027 (b) (6), (b) (7)(C) myself talking about grievance.

802 0028 (b) (6), (b) (7)(C) told myself not to discuss with anyone what we are discussing over the phone, why did (b) (6), (b) (7)(C) say that? (b) (6), (b) (7)(C) myself'.

802 0029 (b) (6), (b) (7)(C) talking about suspension and (b) (6), (b) (7)(C) myself, listening.

802 0032 (b) (6), (b) (7)(C) talking about company lawyers and (b) (6), (b) (7)(C) myself just listening.

I HAVE A LIST IN REGARDS OF MY (b) (6), (b) (7)(C) HELPING THE COMPANY BUT (b) (6), (b) (7)(C) NOT REPRESENTING ME.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
04-CB-138855	10-16-14

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name

Public Utility Construction and Gas Appliance Workers
of NJ, Local 855

b. Union Representative to contact

(b) (6), (b) (7)(C)

c. Address (Street, city, state, and ZIP code)

261 EAST MAIN ST.
SOMERVILLE, NJ 08876

d. Tel. No.

(b) (6), (b) (7)(C)

e. Cell No.

f. Fax No.

908 450 7622

g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (b)(6), (b)(7)(C) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

WITHIN THE PAST SIX MONTHS, THE ABOVE-NAMED UNION VIOLATED ITS DUTY OF FAIR REPRESENTATION BY FAILING TO ASSIST (b) (6), (b) (7)(C) WITH DISCIPLINE THAT (b) (6), (b) (7)(C) RECEIVED, AND BY FAILING TO PROPERLY PURSUE GRIEVANCES THAT (b) (6), (b) (7)(C) FILED.

3. Name of Employer

PSE & G

4a. Tel. No.

856 573 2015

b. Cell No.

(b) (6), (b) (7)(C)

c. Fax No.

d. e-Mail

5. Location of plant involved (street, city, state and ZIP code)

535 WEST NICHOLSON RD, AUDUBON, PA 08106

6. Employer representative to contact

(b) (6), (b) (7)(C)

7. Type of establishment (factory, mine, wholesaler, etc.)

8. Identify principal product or service

9. Number of workers employed

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11a. Tel. No.

b. Cell No.

c. Fax No.

d. e-Mail

11. Address of party filing charge (street, city, state and ZIP code)

(b) (6), (b) (7)(C)

I declare (b) (6), (b) (7)(C) herein are true to the best of my knowledge and belief.

By (Signature of representative of person making charge) (Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Tel. No.

Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Collection of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board in the administration of the Act. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 10,100 (March 1, 2006).



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 4
615 Chestnut St Ste 710
Philadelphia, PA 19106-4413

Agency Website: www.nlr.gov
Telephone: (215)597-7601
Fax: (215)597-7658



Download
NLRB
Mobile App

October 17, 2014

(b) (6), (b) (7)(C)

Public Utility Construction and Gas Appliance Workers of NJ, Local 855
261 East Main Street
Somerville, NJ 08876

Re: Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
(PSE&G)
Case 04-CB-138855

Dear (b) (6), (b) (7)(C):

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner KATHLEEN O'NEILL whose telephone number is (215)597-7645. If this Board agent is not available, you may contact Supervisory Examiner CARA L. FIES-KELLER whose telephone number is (215)597-7636.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Dennis P. Walsh". The signature is written in a cursive, flowing style.

DENNIS P. WALSH
Regional Director

Enclosure: Copy of Charge

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**PUBLIC UTILITY CONSTRUCTION AND GAS
APPLIANCE WORKERS OF NJ, LOCAL 855
(PSE&G)**

Charged Party

and

(b) (6), (b) (7)(C)

Charging Party

Case 04-CB-138855

AFFIDAVIT OF SERVICE OF CHARGE AGAINST LABOR ORGANIZATION

I, the undersigned employee of the National Labor Relations Board, state under oath that on October 17, 2014, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
261 East Main Street
Somerville, NJ 08876

October 17, 2014

Date

Enter NAME, Designated Agent of NLRB

Name

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 4
615 Chestnut St Ste 710
Philadelphia, PA 19106-4413

Agency Website: www.nlr.gov
Telephone: (215)597-7601
Fax: (215)597-7658



Download
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October 17, 2014

(b) (6), (b) (7)(C)

Re: Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
(PSE&G)
Case 04-CB-138855

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on October 16, 2014 has been docketed as case number 04-CB-138855. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner KATHLEEN O'NEILL whose telephone number is (215)597-7645. If this Board agent is not available, you may contact Supervisory Examiner CARA L. FIES-KELLER whose telephone number is (215)597-7636.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

October 17, 2014

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Dennis P. Walsh". The signature is written in a cursive, flowing style.

DENNIS P. WALSH
Regional Director



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

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615 Chestnut St Ste 710
Philadelphia, PA 19106-4413

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Telephone: (215)597-7601
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Download
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October 17, 2014

(b) (6), (b) (7)(C)

PSE&G
535 West Nicholson Road
Audubon, NJ 18106

Re: Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
(PSE&G)
Case 04-CB-138855

Dear (b) (6), (b) (7)(C):

Enclosed is a copy of a charge that has been filed in this case. Although this charge is not filed against you, it is necessary for us to obtain information from you to determine whether we have jurisdiction over this case. In the future we may also need to obtain evidence from you concerning the merits of the charge. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently

submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

If, during the investigation of this matter, the Board agent asks for evidence, I strongly urge you or your representative to promptly present all evidence relevant to the investigation. In this way, the case may be fully investigated more quickly.

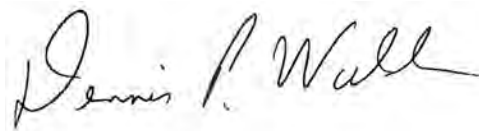
We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at a hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. On all your correspondence regarding the charge, please include the case name and number indicated above.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures*, offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Dennis P. Walsh". The signature is written in a cursive, flowing style.

DENNIS P. WALSH
Regional Director

Enclosures

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAMEPublic Utility Construction and Gas Appliance Workers of NJ, Local 855
(PSE&G)**CASE NUMBER**

04-CB-138855

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$**YES NO**B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$**H. Gross Revenues from all sales or performance of services (Check the largest amount)**☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.

I. Did you begin operations within the last 12 months? If yes, specify date: _____

10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 4
615 Chestnut St Ste 710
Philadelphia, PA 19106-4413

Agency Website: www.nlrb.gov
Telephone: (215)597-7601
Fax: (215)597-7658

Agent's Direct Dial: (215)597-7645

December 5, 2014

John F. Pilles JR., Esquire
Lumberton Holly Office Center
774 Eayrestown Road, Suite LI
Lumberton, NJ 080483100

Re: Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
(PSE&G)
Case 04-CB-138855

Dear Mr. Pilles:

I am writing this letter to advise you that it is now necessary for me to take evidence from your client regarding the allegations raised in the investigation of the above-referenced matter. Set forth below are the allegations and issues on which your evidence is needed, a request to take affidavits, a request for documentary evidence, and the date for providing your evidence.

Allegations: The Charging Party alleges that the Union has failed to fairly represent him concerning the following disciplinary matters:

1. (b) (6), (b) (7)(C) 2014 written reprimand for not following directions
2. (b) (6), (b) (7)(C) 2014 written reprimand for not following directions
3. (b) (6), (b) (7)(C) 2014 write-up for driving past a co-worker's worksite
4. (b) (6), (b) (7)(C) 2014 suspension allegedly for hitting a co-worker.

Board Affidavits: I am requesting to take affidavits from the Union Agents who represented (b) (6), (b) (7)(C) concerning each of these disciplinary matters listed above and any other individuals you believe have information relevant to the investigation of this matter. Please be advised that the failure to present representatives who would appear to have information relevant to the investigation of this matter, for the purposes of my taking sworn statements from them, constitutes less than complete cooperation in the investigation of the charge. Please contact me by **December 12, 2014** to schedule these affidavits.

Documents: Please provide the following documents, along with any and all other evidence you deem to be relevant to the case:

1. Copies of each disciplinary notice for the incidents listed above

2. Copies of all grievances filed on behalf of (b) (6), (b) (7)(C) for all discipline listed above.
3. Copies of all correspondence with the Employer concerning the discipline listed above, including electronic communication
4. Copies of all grievance settlements concerning the disciplinary issues listed above

Date for Submitting Evidence: To resolve this matter as expeditiously as possible, you must provide your evidence and position in this matter **December 21, 2014**. Electronic filing of position statements and documentary evidence through the Agency website is preferred but not required. To file electronically, go to **www.nlrb.gov**, select **E-File Documents**, enter the **NLRB case number**, and follow the detailed instructions. If I have not received all your evidence by the due date or spoken with you and agreed to another date, it will be necessary for me to make my recommendations based upon the information available to me at that time.

Please contact me at your earliest convenience by telephone, (215)597-7645, or e-mail, kathleen.oneill@nlrb.gov, so that we can discuss how you would like to provide evidence and I can answer any questions you have with regard to the issues in this matter.

Very truly yours,

/s/ Kathleen O'Neill

KATHLEEN O'NEILL
Field Examiner



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 04
615 Chestnut St Ste 710
Philadelphia, PA 19106-4413

Agency Website: www.nlr.gov
Telephone: (215)597-7601
Fax: (215)597-7658

January 30, 2015

(b) (6), (b) (7)(C)

Re: Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
(PSE&G)
Case 04-CB-138855
and
PSE&G
Case 04-CA-138870

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charges that Public Utility Construction and Gas Appliance Workers of NJ, Local 855 and PSE&G have violated the National Labor Relations Act.

Decision to Dismiss: As a result of the investigation, I find that the charges lack merit. The charge in Case 04-CA-138870 alleges that the Employer disciplined you because you filed grievances. The charge in Case 4-CB-138855 alleges that the Union violated its duty of fair representation by failing to assist you concerning your discipline and failing to properly pursue grievances on your behalf.

With respect to the charge in Case 04-CA-138870, there was insufficient evidence to establish that the Employer disciplined you in retaliation for your grievance-filing activities. While you asserted during the investigation that you were disciplined on (b) (6), (b) (7)(C) 2014 and (b) (6), (b) (7)(C) 2014, you could not recall any other information concerning either of those "disciplines" and it appears you received only a "coaching/counseling" on those occasions, which is not considered discipline by the Employer or the Union. You also asserted that you were issued a second-level written reminder on (b) (6), (b) (7)(C) 2014 because you filed grievances. However, the evidence established that you received this discipline for failing to follow instructions, after you admittedly drove close to a certain jobsite even after your supervisor had instructed you to stay away from that site. The investigation also disclosed that you were suspended on (b) (6), (b) (7)(C) 2014 and later discharged on (b) (6), (b) (7)(C) 2014 due to your past disciplinary record and the results of the Employer's investigation which established that you had aggressive physical contact with a co-worker on (b) (6), (b) (7)(C) 2014. There was insufficient evidence to establish that the Employer harbored any animus toward your grievance-filing or other protected, concerted

activities or Union activities. In these circumstances, it was concluded that the Employer would have discharged you regardless of your Union activities. *Wright Line, a Division of Wright Line, Inc.*, 251 NLRB 1083 (1980).

With respect to the charge in Case 4-CB-138855, the investigation disclosed that you never requested that the Union file grievances concerning the coaching/counselings that you received on (b) (6), (b) (7)(C) 2014 and (b) (6), (b) (7)(C) 2014. The investigation also disclosed that after you filed a grievance concerning the second-level reminder issued to you on (b) (6), (b) (7)(C) 2014, the Union pursued that grievance to the third step in the grievance procedure but thereafter, based on a good faith determination that it was unlikely to prevail in arbitration, declined to take further action on the grievance and notified you of this decision. Your grievances concerning your suspension and discharge are still pending in the grievance procedure. There is insufficient evidence that the Union's decisions with respect to the handling of the grievances was based on any arbitrary, invidious, or discriminatory consideration in violation of its duty of fair representation. It is well established that a union is vested with a wide range of discretion in carrying out its representational responsibilities, and it is not required to process every grievance to arbitration. *Vaca v. Sipes*, 386 U.S. 171 (1967). Accordingly, I am refusing to issue Complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

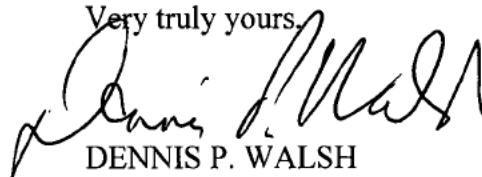
Appeal Due Date: The appeal is due on **February 13, 2015**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **February 12, 2015**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

January 30, 2015

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before February 13, 2015**. The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **February 13, 2015, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



DENNIS P. WALSH
Regional Director

Enclosure

cc: (b) (6), (b) (7)(C)
Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
261 East Main Street
Somerville, NJ 08876

John F. Pilles, Esquire
Lumberton Holly Office Center
774 Eayrestown Road, Suite LI
Lumberton, NJ 080483100

(b) (6), (b) (7)(C)
PSE&G
535 West Nicholson Road
Audubon, NJ 18106

Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
(PSE&G)
Case 04-CB-138855

- 4 -

January 30, 2015

Justin B. Incardone, Assistant General
Labor & Employment Counsel
PSEG Nuclear, LLC (subsidiary of Public
Service Enterprise Group, Inc.)
80 Park Plaza # T5E
Newark, NJ 07102-4109

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Cases Name(s).

Public Utility Construction and Gas Appliance Workers of NJ,
Local 855 (PSE&G) and PSE&G

Case No(s). 04-CB-138855 and 04-CA-138870

Case If more than one case number, include all case numbers in which appeal is taken.)

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 14th Street, N.W.
Washington, D.C. 20570

Date: 2-5-15

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

04-CA-138870, case 4-CB-138855
Case Name(s).

Case No(s). (If more than one case number)

(b) (6), (b) (7)(C)

OFFICE OF APPEALS

FEB 23 2015

cell

(b) (6), (b) (7)(C)

I (b) (6), (b) (7)(C) would like to advise that my appeal to be look at thoroughly with all my evidence paperwork. I would like to talk with someone Higher up, over the phone or definitely in person. I have given and fax strong evidence to NLRB regional office in Philadelphia. It is very clear that my company, co-workers and union reps help each other to build Aberrant check list against me. Case 4-cb-138855 (b) (6), (b) (7)(C) violated its duty by telling coworkers to report me to the company (b) (6), (b) (7)(C) for any small issue because (b) (6), (b) (7)(C) is done with me and (b) (6), (b) (7)(C) doesn't want to resolve any of my issues, I reveal proof to the region about this statement (b) (6), (b) (7)(C) sided with (b) (6), (b) (7)(C). I'm slick and always changing my story against others, I gave proof to the region office about this. When it's time for 2nd steps, (b) (6), (b) (7)(C) false represents me in just sits there in take notes for (b) (6), (b) (7)(C) in every fact finding not helping me at all, along with (b) (6), (b) (7)(C) telling me to cut the shit as I tell the truth in 2nd step meeting. I receive no defense from my union in any fact findings or 2nd steps. The union agrees to whatever the company decides in my false discipline. In every fact finding or 2nd steps, I give full truth what occur on any job site issue in the company uses it to their advantage in turn it against me. Case 04-ca138870 I gave evidence for discrimination on (b) (6), (b) (7)(C), 2014. (b) (6), (b) (7)(C) reported myself for not having flame retardant suit but not (b) (6), (b) (7)(C) employee working on live gas the same day of my report. Later on (b) (6), (b) (7)(C) was transfer to another shop by (b) (6), (b) (7)(C) so the company can cover themselves up for discrimination. Along with finding out about both dates (b) (6), (b) (7)(C) not even sure why I was counsel for not reporting to the company doctor, when I clearly told the company I don't want to see their doctor but the company still harass me. I shouldn't have received coaching/counseling for either, thats animus towards me again. My evidence shows discrimination or maybe I need to show all my information in person besides email , fax or over the phone. I did tell the union about fighting for a grievance and the union just aloud it again. I don't even know why I was counsel for not seeing the doctor, false fabrication! (b) (6), (b) (7)(C), 2014 I received discipline for failing to follow instructions, not to go "THERE" and which I didn't. I was on another street, which I never provoke anyone as I heading to another site (b) (6), (b) (7)(C) reported me just to call (b) (6), (b) (7)(C) for a aberrant list as the others was told too (b) (6), (b) (7)(C), 2014 I never punch (b) (6), (b) (7)(C) in (b) (6), (b) (7)(C) back and aggressively pull (b) (6), (b) (7)(C) off the truck as contractor (b) (6), (b) (7)(C) stated with the company notes at my discharge meeting on (b) (6), (b) (7)(C), 2014. I admitted the tap with torque to get (b) (6), (b) (7)(C) attention and was still written up because (b) (6), (b) (7)(C) lied in said (b) (6), (b) (7)(C) saw what happen as (b) (6), (b) (7)(C) had (b) (6), (b) (7)(C) head down not witnessing anything. I gave proof to the region (b) (6), (b) (7)(C) texts, that company and coworkers are coming against (b) (6), (b) (7)(C) because of me, I gave with audio. Through all my disciplines, I gave evidence and clearly shows (b) (6), (b) (7)(C) discrimination, bullying, coercion, and union reps and coworkers violating NLRB. 4-cb-13885. I gave picture evidence and audio to Kathleen O'Neal about (b) (6), (b) (7)(C) stating what the company and coworker was forcing (b) (6), (b) (7)(C) to do against me. I

gave sufficient evidence that union and company decisions was based on discriminatory and violation of unfair representation, coercion, single out, and racial harassment.

Disciplines

(b) (6), (b) (7)(C)

2013 Oral Reminder For being late and not following instructions. I never been late or called out sick for (b) (6), (b) (7)(C) years and the company watch others come to work late and nothing said

(b) (6), (b) (7)(C)

2014 a First Level Written Reminder For not following instructions This is for the Adams claim where

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) set me up as they stood over the gas hole for 15 minutes with (b) (6), (b) (7)(C)

All three smell gas, no one said anything but the first two Reported me to (b) (6), (b) (7)(C) the next day.

(b) (6), (b) (7)(C)

2014 Written up For not following instructions, the company state I didn't have my Flame Retardant suit when (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

stated (b) (6), (b) (7)(C) will deliver my bag to the job. (b) (6), (b) (7)(C) Reported me to (b) (6), (b) (7)(C) but not a (b) (6), (b) (7)(C) year employee (b) (6), (b) (7)(C) For working on live gas with no suit.

Discipline

(b) (6), (b) (7)(C)

2014 For Not Following INSTRUCTIONS to see a company doctor because I claim my back bother me as (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Force me to drive 12257 Dump Truck. The seat is tilted Forward and to my knowledge, Damage as stated, to all, for people. The company stated they change & fix the seat, but I have photo's that they didn't. They Force me to drive 12257 so they can watch me on the truck camera and tape me all day as I work but not anyone else. The camera is only suppose to Record when you hit a bump, slam on break or a car accident. For me, the company push the Record button as I got into the truck to set me up for Failure.

(b) (6), (b) (7)(C)

2014 The company written me up for driving pass (b) (6), (b) (7)(C) a

year employee job, as they stated, we both had a issue on the job. (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) stated in the discipline paper Not to "Return there" in which I didn't I was on another street, driving to another job but they still wrote me up even though I didn't Return to the job site

Discipline

(b) (6), (b) (7)(C)

2014 The company
stated I punch (b) (6), (b) (7)(C) and
aggressively pulled (b) (6), (b) (7)(C) off the
company vehicle for no legitimate
Reasons (b) (6), (b) (7)(C)

was present but (b) (6), (b) (7)(C) head was down as
(b) (6), (b) (7)(C) stated what just happen when
coworker (b) (6), (b) (7)(C) said what the Fuck
(b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) nothing was wrong. I
myself (b) (6), (b) (7)(C) tap (b) (6), (b) (7)(C)
Right leg to get (b) (6), (b) (7)(C) attention and before
stood of the truck coming down on me,
(b) (6), (b) (7)(C)

2014 (b) (6), (b) (7)(C) company's
Review Now stated I punch (b) (6), (b) (7)(C)
in (b) (6), (b) (7)(C) Back and aggressively pull
off the truck. I explain to everyone
I tap (b) (6), (b) (7)(C) on leg with a little torque,
The company turn (b) (6), (b) (7)(C) against me
(b) (6), (b) (7)(C) stated (b) (6), (b) (7)(C) is not mad and
understands (b) (6), (b) (7)(C) also sent me text
stating what the company is doing to
fire me with these Aberrant check
List against me along with my coworkers
and Union Reps taking notes to help
the company discharge myself
(b) (6), (b) (7)(C). I have Proof!

Public Service Electric & Gas Company
535 West Nicholson Rd., Audubon NJ 08106



PSEG

(b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

This letter confirms our meeting on (b) (6), (b) (7)(C), 2014 at which time we discussed your recent conduct.

Specifically, on (b) (6), (b) (7)(C), 2013, you were issued an Oral Reminder for failing to follow instructions. Then, on (b) (6), (b) (7)(C), 2014, you were issued a First Level Written Reminder, again for failing to follow instructions. In addition, you have been coached and counseled twice since receiving the First Level Written Reminder, on (b) (6), (b) (7)(C) 2014 and (b) (6), (b) (7)(C), 2014, the latter time for again not following instructions.

Despite these repeated instructions and warnings, on (b) (6), (b) (7)(C) 2014, you drove in a Company vehicle on Company time passed a job site at which you had an issue with a co-worker earlier that day, despite being instructed by supervision not to return there and despite the fact that there was no work-related reason for you to do so.

At our meeting, I explained that as a result of your actions, you are being issued this Second Level Written Reminder which will remain active for a period of 18 months. In addition, as a result of your continued failure to follow instructions, you will be precluded for the 18-month duration of this discipline from all assignments that may require you to work independently.

I am confident that you will be able to achieve the acceptable level of overall performance required and further corrective action will be unnecessary. However, if any future problems arise in any of the performance categories – availability, conduct or work performance – during the active period of this Second Level Written Reminder, you may be subject to further discipline, up to and including discharge.

(b) (6), (b) (7)(C)

CC File
L855

On **15th October 2012** at around 10:45 on Princes Avenue, Camden, NJ (b) (6), (b) (7)(C) asked me to air test a renewal gas service. This gas service was live (on the main) which is a highly dangerous thing to do. Due to the fact that this would have been unsafe I declined to carry out the test as instructed. (b) (6), (b) (7)(C) did not take well to my reaction so I suggested (b) (6), (b) (7)(C) call the supervisor to verify my decision. (b) (6), (b) (7)(C) did contact the (b) (6), (b) (7)(C) who confirmed my decision as correct.

On **17th January 2013** we were on 31 Dublin Lane, Cherry Hill, NJ. Around 1:50pm I was working with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) completing a new service install. I wire twisted two wires in order to connect them. (b) (6), (b) (7)(C) stated I had connected the wires incorrectly, thus wasting 20 minutes of (b) (6), (b) (7)(C) time. (b) (6), (b) (7)(C) was irritated and raised his voice which I asked (b) (6), (b) (7)(C) politely not to do. I replied by saying there are three correct ways to connect wires, the method I chose being one of them. Later that day (b) (6), (b) (7)(C) reacted in a demeaning way and stated "the only thing I want you to do is to use the shovel".

(b) (6), (b) (7)(C) brought me into the office at the end of the working day, around 3pm, to inform that (b) (6), (b) (7)(C) had escalated the situation to (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) said that this is an uncommon situation from a person transferred from another shop, however that there are some ban jumpers in the crew. (b) (6), (b) (7)(C) alerted me to the fact that management would be addressing concerns raised by co-workers about me. These concerns were written concerns deposited in the suggestion box.

On **18th January 2013** at around 07:15 (b) (6), (b) (7)(C) met with me in order to address concerns raised by various co-workers. (b) (6), (b) (7)(C) also informed me that there would likely be a further meeting to address these concerns.

(b) (6), (b) (7)(C) summarised these concerns as follows: argumentative, a distraction, constantly asking questions, cannot be trusted to carry out routine tasks, drives dangerously, questions authority & needs close supervision.

Although I asked to see these documents I was refused access to them. The summary below is therefore from the notes I managed to make during that meeting.

Date	Raised by	Concern
10-25-12	Unknown	<ul style="list-style-type: none">• Unsafe on the job• Aggressive• Not listening during the Tell Bard Meetings• No more knowledgeable than an apprentice• Questions why (b) (6), (b) (7)(C) has to carry out the task• Argues about the task at hand• Argues in front of customers
10-26-12	Unknown	<ul style="list-style-type: none">• Safety concerns & may put someone in danger• Does not seem to have the required work skills• Cannot operate (b) (6), (b) (7)(C) machine properly• Does not follow direction well• Drives recklessly• Needs supervision• Needed help to put out 12 cones & asked why not 6

10-31-12 Unknown

- Big safety hazard
- Tries to take the job over
- Says inappropriate things to customers
- Needs supervision

11-01-12 Unknown

- Unsafe & may get someone hurt
 - Does not like to be told what to do
 - Argues with co-workers
-

On **24th January 2013** between 07:50 and 08:55 I met with (b) (6), (b) (7)(C),
(b) (6), (b) (7)(C).

During this meeting I was instructed by (b) (6), (b) (7)(C) not to take notes as notes would only be taken by (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). I have not received a copy of the notes made so below is a summary of what I remember was covered from the concerns and their recommendations:

Concerns:

- An incident related to a dump truck raised by (b) (6), (b) (7)(C)
- The fact that I ask so many questions stresses co-workers and leads them to think I may perform the job incorrectly

Recommendations

- Work on improving my communication between the Street Leaders.
- Try to adopt a less defensive attitude
- Think more positively
- That I work under more senior foremen in the future
- That I not be upgraded to foreman either as a fill-in

No follow up actions or meetings were discussed or agreed and I work with the more senior foremen.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Problem with cones, overtime issue, wanting to leave to go to another job

Dump truck issue

Arguing on the job in Audubon, Harvard Street, eating after 5:30pm, during work
dinners I ask for too many things and disturb people

(b) (6), (b) (7)(C)

first class

TO:

General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 14th Street, N.W.,
Washington, D.C. 20570

Utility Mailer
10 1/2" x 16"

Case-04-CB-138855





UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, D.C. 20570

February 24, 2015

(b) (6), (b) (7)(C)

Re: Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
(PSE&G)
Case 04-CB-138855

PSE&G
Case 04-CA-138870

Dear (b) (6), (b) (7)(C),

We have received your appeal and accompanying material. We will assign it for processing in accordance with Agency procedures, which include review of the investigatory file and your appeal in light of current Board law. We will notify you and all other involved parties as soon as possible of our decision.

Sincerely,

Richard F. Griffin, Jr.
General Counsel

By:

A handwritten signature in dark ink, reading "Deborah M.P. Yaffe", is written over a light blue horizontal line.

Deborah M.P. Yaffe, Director
Office of Appeals

cc: DENNIS P. WALSH
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
615 CHESTNUT ST STE 710
PHILADELPHIA, PA 19106-4413

(b) (6), (b) (7)(C)
PUBLIC UTILITY CONSTRUCTION
AND GAS APPLIANCE WORKERS
OF NJ, LOCAL 855
261 E MAIN ST
SOMERVILLE, NJ 08876

Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
(PSE&G)
Cases 04-CB-138855, et al.

-2

(b) (6), (b) (7)(C)

PSE&G
535 W NICHOLSON RD
AUDOBON, NJ 08106

JOHN F. PILLES, ESQ.
LUMBERTON HOLLY
OFFICE CENTER
774 EAYRESTOWN RD STE LI
LUMBERTON, NJ 080483100

JUSTIN B. INCARDONE, ASSISTANT
GENERAL LABOR & EMPLOYMENT
COUNSEL
PSEG NUCLEAR, LLC (SUBSIDIARY
OF PUBLIC SERVICE ENTERPRISE
GROUP, INC.)
80 PARK PLAZA # T5E
NEWARK, NJ 07102-4109

cl



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, D.C. 20570

March 11, 2015

(b) (6), (b) (7)(C)

Re: PSE&G
Case 04-CA-138870

Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
(PSE&G)
Case 04-CB-138855

Dear (b) (6), (b) (7)(C):

We are deferring the decision on your request to meet with someone to discuss the captioned cases until after we review the case file. If we feel that this would be helpful, we will contact you.

Sincerely,

Richard F. Griffin, Jr.
General Counsel

A handwritten signature in dark ink that reads "Deborah M.P. Yaffe". The signature is written in a cursive, flowing style.

By: _____

Deborah M.P. Yaffe, Director
Office of Appeals

cc: DENNIS P. WALSH
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
615 CHESTNUT ST STE 710
PHILADELPHIA, PA 19106-4413

JOHN F. PILLES, ESQ.
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774 EAYRESTOWN ROAD, SUITE LI
LUMBERTON, NJ 080483100

JUSTIN B. INCARDONE
ASSISTANT GENERAL
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80 PARK PLAZA # T5E
NEWARK, NJ 07102-4109

vrn



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

April 30, 2015

(b) (6), (b) (7)(C)

Re: PSE&G
Case 04-CA-138870

Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
(PSE&G)
Case 04-CB-138855

Dear (b) (6), (b) (7)(C):

This Office has carefully considered your appeal from the Regional Director's refusal to issue complaint, and has thoroughly reviewed the Regional Office's investigative files. The appeal raises no issue of fact or law not previously considered by the Regional Office in reaching its decision. We agree with the Regional Director's decision and deny the appeal substantially for the reasons in his letter of January 30, 2015.

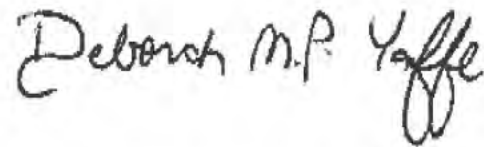
Your charge in Case No. 04-CA-138870, alleges that PSE & G (Employer) violated Section 8(a) (1) and 8(a) (3) of the National Labor Relations Act by disciplining you because you had filed grievances. However, our review of the evidence disclosed that the General Counsel would be unable to sustain the burden of proving that the Employer issued the discipline in retaliation for activities protected by the Act. While you disagree with the Employer's reasons for the discipline, there was insufficient evidence of animus toward you due to your protected activities.

Your charge in Case No. 04-CB-138855, alleged that the Public Utility Construction and Gas Appliance Workers of NJ, Local 855 (Union) violated Section 8(b)(1)(A) of the Act by failing to process your grievances regarding the discipline you received. To establish a violation of the Union's duty of fair representation, the General Counsel must show that the Union acted in bad faith or for arbitrary or discriminatory reasons. That burden could not be met in this case. Rather, the investigation revealed that the Union has filed grievances on your behalf and has processed them through the grievance procedures set forth in the collective bargaining agreement. Moreover, the evidence failed to show that the Union was unlawfully motivated in its handling of your grievances.

Finally, we noted that you requested an opportunity to discuss your case on appeal. However, there was no indication of what evidence you would provide that you have not already provided to the Regional Office and on appeal. In these circumstances, your request is denied and further proceedings are unwarranted.

Sincerely,

Richard F. Griffin, Jr.
General Counsel



By:

Deborah M.P. Yaffe, Director
Office of Appeals

cc: DENNIS P. WALSH
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
615 CHESTNUT ST STE 710
PHILADELPHIA, PA 19106-4413

JUSTIN B. INCARDONE ASSISTANT
GENERAL LABOR & EMPLOYMENT
COUNSEL
PSEG NUCLEAR LLC (SUBSIDIARY
OF PUBLIC SERVICE ENTERPRISE
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80 PARK PLAZA # T5E
NEWARK, NJ 07102-4109

JOHN F. PILLES, ESQ.
LUMBERTON HOLLY
OFFICE CENTER
774 EAYRESTOWN RD STE LI
LUMBERTON, NJ 080483100

(b) (6), (b) (7)(C)
PSE&G
535 W NICHOLSON RD
AUDOBON, NJ 08106

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
PUBLIC UTILITY CONSTRUCTION
AND GAS APPLIANCE WORKERS
OF NJ LOCAL 855
261 E MAIN ST
SOMERVILLE, NJ 08876

kf

Re: PSE&G Case 04-CA-138870

Public Utility Construction and Gas Appliance WORKERS OF NJ, Local 855 (PSE&G) CASE 04-CB-138855

My name is (b) (6), (b) (7)(C), I would like to have a motion of reconsideration to my appeal on case# 04CA138870 PSE&G and additional information that was look over in regards of my union reps and agents with unfair representation and discriminatory reasons . I have new evidence pertaining PICTURE PROOF of coercion of (b) (6), (b) (7)(C) to come against myself or lose (b) (6) job and union rep helping the company with (b) (6), (b) (7)(C) documentaion to give to the company WITH HELPING OF MY DISCHARGE. I will also like to have 2 to 3 weeks time for myself to prepare additional information to send to Office of appeals.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

CORRECTED COPY
(includes "CB" case)

May 12, 2015

(b) (6), (b) (7)(C)

Re: PSE&G
Case 04-CA-138870

Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
(PSE&G)
Case 04-CB-138855

Dear (b) (6), (b) (7)(C)

We have received your motion for reconsideration. We will assign it for a fresh review of the investigatory file in light of the arguments you make in your motion and existing Board law. We will advise you and all other involved parties as soon as possible of our decision.

We are granting you until May 29, 2015, to submit any additional materials in support of your motion.

Sincerely,

Richard F. Griffin, Jr.
General Counsel

By:

A handwritten signature in dark ink, reading "Deborah M.P. Yaffe". The signature is fluid and cursive, with the first name "Deborah" being the most prominent.

Deborah M.P. Yaffe, Director
Office of Appeals

cc: DENNIS P. WALSH
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
615 CHESTNUT ST STE 710
PHILADELPHIA, PA 19106-4413

JUSTIN B. INCARDONE
ASSISTANT GENERAL LABOR &
EMPLOYMENT COUNSEL
PSEG NUCLEAR, LLC (SUBSIDIARY
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80 PARK PLAZA # T5E
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(b) (6), (b) (7)(C)
PSE&G
535 W NICHOLSON RD
AUDOBON, NJ 08106

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
PUBLIC UTILITY CONSTRUCTION
AND GAS APPLIANCE WORKERS
OF NJ, LOCAL 855
261 E MAIN ST
SOMERVILLE, NJ 08876

This cd has evidence from (b) (6), (b) (7)(C) explaining to myself (b) (6), (b) (7)(C) and a strong warning that PSE&G was coming against (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) present, (b) (6), (b) (7)(C) is my witness (b) (6), (b) (7)(C) tape me also

The next issue on this cd is myself (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) didn't see (b) (6), (b) (7)(C) punch myself in the back or (b) (6), (b) (7)(C) get punch, I (b) (6), (b) (7)(C) receive unfair representation at every grievance. The Union just continue to allow the company PSE&G to set myself up on coercion (b) (6), (b) (7)(C) to lead to my discharge.

(b) (6), (b) (7)(C) PSE&G
11:33 AM

12/23/2013 Mon

Come here (b) (6), (b) (7)(C)

11:36 AM

You want me to drive
(b) (6), (b) (7)(C)

11:29 AM

Where are u? Trying to
charge my phone.

Heck No!!

11:30 AM

Same place

11:37 AM

Haha ok well then I'm
buying

11:31 AM

Ok let me charge it for a
little longer

NO. Let's rob the store. Ur
the get away driver

11:32 AM

(b) (6), (b) (7)(C) we shouldn't have
made plans in front of
these fucks here. Fucking
hate this place

Ok nice! Freeze give me all
your good food!!!!

(b) (6), (b) (7)(C) PSE&G

(b) (6), (b) (7)(C) PSE&G

11:48 AM

11:46 AM

Was it both of them or just
1? Don't flip, observe

11:48 AM

Y not trust u? Is that wat u
r saying or ur saying u
don't trust them

11:46 AM

Well just one but I see
everyone laughing and
nodding their heads

11:49 AM

No don't trust them

11:47 AM

Def gonna take a lot of
heat but I don't care

11:49 AM

And I don't trust them

11:48 AM

Who n where.

I'm seriously about two
fucking seconds on
flipping out on someone

(b) (6), (b) (7)(C) PSE&G

(b) (6), (b) (7)(C) PSE&G

I did (b) (6), (b) (7)(C) loved it as usual. Honestly (b) (6), (b) (7)(C) even though you left without me knowing, I regret not following you. I am so tired of this place.

7:24 PM

I know it's not easy what u have to go through. I'm at yhat crossroads now.

7:26 PM

Don't b at a crossroad. Cast all your cares on God n he will lift them like he is doing me. GOD said he will work it! 🙏

7:29 PM

(b) (6), (b) (7)(C) PSE&G

(b) (6), (b) (7)(C) PSE&G

7:38 PM

Thanks (b) (6), (b) (7)(C)

7:38 PM

Ecclesiastic 7v9. 2 Timothy 4v18. Psalm 16v8. Psalm 31v1. Psalm 55v12. Psalm 55v22. Prov 12v16. Prov 20v19. 1 Peter 5v7 Isaiah 26v3

7:54 PM

Look them up (b) (6), (b) (7)(C) in your bible

7:54 PM

11:50 AM

(b) (6), (b) (7)(C) in the locker room

11:50 AM

Fuck it (b) (6), (b) (7)(C) Dont get pissed. (b) (6), (b) (7)(C) not to blame

11:53 AM

It's a bunch of the "popular assholes" in here

11:53 AM

Hope u got ur food (b) (6), (b) (7)(C) n your enjoying it with your family with a clear mind. Don't let them frustrate u bcaz of me. Stay prayed up n clear minded. God has my BACK!!

7:38 PM

I always knew I would get yo the point where I say basically Screw you I'm friends with (b) (6), (b) (7)(C) and if you don't like it well fuck off. It's just that ba

7:31 PM

cklash from the big mouths who have all the control who will torture us more and more. Hate it (b) (6), (b) (7)(C)

7:31 PM

You're right (b) (6), (b) (7)(C) I just

01/08/2014 Wed

GM! I hope things want well 4 you n they will workout

5:58 AM

Thanks [REDACTED], everything was fine in the house
Thank God. Thanks [REDACTED]
How did u do last night?

6:02 AM

5 hrs, oh. Don't kick the pipe. U may look like the kid on Christmas Story n ur daughter Wil give u a strange look. The [REDACTED]
[REDACTED] Look

6:32 AM

Sounds good [REDACTED]

12:46 PM

Haha i dont want any of that guy. God is the only one I see and fear.

12:49 PM

That and maybe food poisoning. I hate throwing up

12:50 PM

Let me kno wen u finish reading them TONIGHT!

8:20 PM

01/01/2014 Wed

Happy New Years Honk Honk!!!!

12:57 AM

U2 [REDACTED]

4:16 AM

01/06/2014 Mon

One more day can I borrow it my [REDACTED]

3:29 PM

Sure

02/27/2014 Thu

Hope All is well? ?!!!

12:19 PM

Thanks [REDACTED] Everything s ok. Have a lot of doctor visits to go, but I'll be back tomorrow [REDACTED]. Thanks a lot for the text [REDACTED]
Appreciate it

12:22 PM

How's everything with you [REDACTED]?

12:23 PM

Too many demons in my head that I have to fight. Just so worn down. I'll bounce back though. Just need a little help from the man upstairs.

1:00 PM

Hahaha both Im basically destroying the environment as we speak. Jk haha naaa I'm not sick like that. I'm having problems with my

(b) (6), (b) (7)(C)

12:57 PM

I got something 4 u
Take it or leave it! When u come bac. It Wil b waiting 4 u. Wat u hav can b deliver n taking away! !!!! True fact!!!! God says if u believe. U will receive! !!!!! True fact. Move on faith. U can beat it

1:00 PM

e. I've been not myself and have been extremely angry and extremely down. I'm slowly bouncing back. If I seem weird for a little don't take offense. I'm

12:57 PM

gonna be real out of it until I can get use to my new meds. I hate this shit

(b) (6), (b) (7)(C)

1:00 PM

At the doctors. Call u in a little

5:53 PM

U can't do it on ur own! Call on God but kno how 2 call

1:01 PM

Ok

5:57 PM

Thanks soo much
Thank you. I appreciate all of that so much. I will. I promise. Thank you
You're a great friend.

1:03 PM

Watch "Go Fuck A Goat!" on YouTube
Go Fuck A Goat!: <http://youtu.be/LxKkbs1y10c>

11:26 AM

02/28/2014 Fri

Call me

(b) (6), (b) (7)(C) PSE&G
I will have your back

2:23 PM

These fucks are watching closely at me

2:23 PM

Theybare givng me the traitor bullshit

2:23 PM

You need help, ill always help you. But call me out of this place. On the phone or meeting up. I got your back though

2:25 PM

Come back 2 me

(b) (6), (b) (7)(C) PSE&G
standby for Monday!!!

6:31 PM

No prob (b) (6), (b) (7)(C). What a crazy night.

6:41 PM

That money was for you

(b) (6), (b) (7)(C)!

6:44 PM

Thanks (b) (6), (b) (7)(C). I need it.
Thanks

6:46 PM

10/08/2014 Wed

2:17 PM

Ok but how about talking 2 some other people but tell them u don't want ur name n it n they should investigate the whole shop so they won't Kno it's just u

2:19 PM

Yup youre exactly right

2:20 PM

Call me later

2:22 PM

To mich to lose talking in here

2:22 PM

(b) (6), (b) (7)(C)

3:49 PM

08/05/2014 Tue

Thanks for taking my standby for Monday!!!

6:31 PM

No prob (b) (6), (b) (7)(C). What a crazy night.

6:41 PM

That money was for you

(b) (6), (b) (7)(C)!



THE PUBLIC UTILITY CONSTRUCTION AND GAS APPLIANCE WORKERS
OF THE STATE OF NEW JERSEY
UNITED ASSOCIATION LOCAL UNION 855

(b) (6), (b) (7)(C) 2015

(b) (6), (b) (7)(C)

Re: Discharge of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

Please be advised that the Grievance committee has voted not to take the above referred grievance to arbitration. The Committee carefully investigated the matter and considered all of the facts. It reasonably appears that your chance of prevailing at arbitration in this matter is minimal.

Local 855 regrets the consequences of this decision since, in effect, your discharge by Public Service becomes final. The Union owes a fiduciary duty to all of its members and such duty includes proper conservation and utilization of treasury funds. Arbitration is a procedure used by the Union in grievances where the prospect of success is more than minimal.

Very truly yours,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

I know for a FACT, that the
UNION 855 was acting in Bad Faith and unfair representation
CW: cm



Appeal Tribunal
PO Box 936
Trenton, NJ 08625-0936

(b) (6), (b) (7)(C)

SS #: (b) (6), (b) (7)(C)
Docket #: (b) (6), (b) (7)(C)
Date of Claim: (b) (6), (b) (7) 2014
Date of Appeal: (b) (6), (b) (7) 2015
PC 10
Appellant: Claimant
Mailing Date: (b) (6), (b) (7) 2015

Decision of the Appeal Tribunal

IN THE MATTER OF: (b) (6), (b) (7)(C)

EMPLOYER: PUBLIC SERVICE ELECTRIC AND GAS COMPANY

The claimant appealed on (b) (6), (b) (7) 2015 from a determination of the Deputy, mailed on (b) (6), (b) (7) 2015, holding (b) (6), (b) (7) disqualified for benefits from (b) (6), (b) (7) 2014 on the ground that (b) (6), (b) (7) was discharged for severe misconduct connected with the work.

The appellant failed to participate in a duly scheduled telephone appeal hearing.

FINDINGS OF FACT:

The appellant failed to participate in a telephone appeal hearing and pursue the appeal on 2/10/2015.

OPINION:

As there was no evidence presented to upset the findings of the Deputy, that determination will not be disturbed, and the appeal is dismissed.

DECISION:

The appeal is dismissed.

(b) (6), (b) (7)(C)
APPEALS EXAMINER

UA

(b) (6), (b) (7)(C)

PSE & G offer myself
unemployment and denied to give it to me since I
didn't drop charges against them.

My name is (b) (6), (b) (7)(C). I have new information that will help the actual coercion charge against (b) (6), (b) (7)(C) and company PSE&G, discriminatory reasons against myself (b) (6), (b) (7)(C) and the union acting in bad faith and unfair representation from the union to help myself. The union file my grievances only because I ask but showed unfair representation and unlawfully motivated for myself at all the meetings an allowed PSE&G to give me whatever discipline they choose because the union was helping PSE&G to lead to my discharge overall. "COMPANY camera tape (b) (6), (b) (7)(C) sitting in (b) (6), (b) (7)(C) office for at least 40 minutes, with no Representation, then' I (b) (6), (b) (7)(C) was thrown off (b) (6), (b) (7)(C) Crew and "COMPANY CAMERA" showing myself being chase down the hall way being harass by PSE&G (b) (6), (b) (7)(C), who I file a police report against and because I ask my (b) (6), (b) (7)(C) many union activities questions about the clamp investigation we both were involve in, as I receive coach and counseling for trying to figure out why I was discipline for the clamp issue, when (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) reported me, (b) (6), (b) (7)(C) stood over the hole knowing the job wasn't finish and reported me the next day. I was told by company (b) (6), (b) (7)(C) I couldn't ask my union rep any union questions in regards of the investigation. Union rep (b) (6), (b) (7)(C) also has been taking NOTES for PSE&G to help lead to my discharge, along with another union rep (b) (6), (b) (7)(C) who inform my union workers to report me to (b) (6), (b) (7)(C) to add to my disciplines, (b) (6), (b) (7)(C) doesn't want to help me as my union rep and agrees with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) I'm slick and I'm always trying to get away from things. The company wasn't sure what happen in regards of the allegedly hitting (b) (6), (b) (7)(C) in (b) (6), (b) (7)(C) "LEG" until I mention it to union rep (b) (6), (b) (7)(C), at that time, (b) (6), (b) (7)(C) hung the phone up quick and I was in the office the next day being investigated and written up for false allegations an punching (b) (6), (b) (7)(C) in (b) (6), (b) (7)(C) "BACK", whom (b) (6), (b) (7)(C) said everything is fine between us and letting me know PSE&G was turning (b) (6), (b) (7)(C) against me. I myself believe It takes two to fight, which there was no fights or altercations at all and (b) (6), (b) (7)(C) later discuss how (b) (6), (b) (7)(C) didn't see (b) (6), (b) (7)(C) punch me in the back or (b) (6), (b) (7)(C) get hit anywhere on (b) (6), (b) (7)(C) body but only saw (b) (6), (b) (7)(C) vest get pulled but not knowing from what. Only I was discipline and receive unfair representation over all.

"5-17-2015 I (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) visit (b) (6), (b) (7)(C) house and spoke directly to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) clearly told me, (b) (6), (b) (7)(C) warn me early what the company was trying to do and about (b) (6), (b) (7)(C) protecting (b) (6), (b) (7)(C) family and not losing (b) (6), (b) (7)(C) job so (b) (6), (b) (7)(C) has to turn against me and don't like being in situations like this so (b) (6), (b) (7)(C) ask me to leave because (b) (6), (b) (7)(C) and I KNEW (b) (6), (b) (7)(C) was starting up." I'm sending my other evidences in to go with (b) (6), (b) (7)(C) warning me, along with the other evidence I presented.

I have a PD Log as an ex employee at PSE&G from the time I started in (b) (6), (b) (7)(C), A VERY GOOD history in my attendance reporting to work and exceeding in my work activities and working with others. The reason why I mention this is because of the hostility PSE&G and my Union reps show against myself, but not other union (b) (6), (b) (7)(C) do to their incidents. (b) (6), (b) (7)(C) help the company in any means to come against me but any of their accidents are cover and protected on both sides.

My UNFAIR DISCIPLINES & UNFAIR REPRESENTATION & UNION ACTING IN BAD FAITH & UNLAWFULLY MOTIVATED.

(b) (6), (b) (7)(C) -2013 Oral reminder for 13 minutes late and not signing the doctor list, which wasn't there. Never miss a days or been late to work but others has and nothing said. (b) (6), (b) (7)(C) comes to work late a lot and lean in my work truck in threaten me as (b) (6), (b) (7)(C) watch. Company Camera was present but nothing done to help me at all. Later, (b) (6), (b) (7)(C) was ship to another shop and supposedly discipline to cover the (b) (6), (b) (7)(C) and company.

(b) (6), (b) (7)(C) -2014 written up for failure to install clamp properly but (b) (6), (b) (7)(C) said leave it for the next crew as (b) (6), (b) (7)(C) stood over the hole knowing the job wasn't completed but I (b) (6), (b) (7)(C) was discipline only. " (b) (6), (b) (7)(C) " will speak up as a witness if it doesn't hinder (b) (6) job.

(b) (6), (b) (7)(C) -2014 I was written up for failure to have a flame retardant suit not working on live gas but (b) (6) year employee wasn't turn in at all for having (b) (6), (b) (7)(C) suit being unused working on live gas the same day but later transfers to anther shop do to all events that took place against me. Union did nothing.

My Union and company new everything that took place with myself (b) (6), (b) (7)(C) to help discipline me, do to (b) (6), (b) (7)(C) taking notes to help the company discharge me. I'm sending my proof in to help show evidence.

I'm not sure of NLRB charge numbers but I know some fall under charges against the employer, unfair labor practice procedures and coercion. I will like to receive help to find the charges for what I wrote earlier.

I would like to receive a Polygraph over all with (b) (6), (b) (7)(C) if POSSIBLE. I was ask would I be willing take one from another party and I said yes so I'm asking the NLRB to supply or I can find finances to supply a lie detector to prove my company, union reps and coworkers are not telling the truth and they were helping each other to come against me.

The Evidence you need in these situations, PSE&G has them in their files where they are easy to receive by your request. I no longer work there so I can't get them. 3-20-14 union (b) (6), (b) (7)(C) put a hole in a live gas main and nothing was done to (b) (6), (b) (7)(C) 9-4-13 (b) (6), (b) (7)(C) put another hole in a live gas main in nothing was done to (b) (6), (b) (7)(C) receiving NO discipline. I (b) (6), (b) (7)(C) was working at both of these jobs when these accidents occur. The reason why I'm telling you this is, I'm set up and written up by the company and union (b) (6), (b) (7)(C) where I get discipline for being set up.

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) put a hole in a live gas main which was blowing gas for 3 days Camden, NJ and nothing happen to them. You can ask for the records for that damage report, including what was there discipline, "Nothing." Union new about all these events with their friends.

(b) (6), (b) (7)(C) 1-13 PSE&G (b) (6), (b) (7)(C) clearly spoke to myself (b) (6), (b) (7)(C), I can't get into any trouble if I leave the nurse room if I didn't sign in and leave. Which I never sign inn but I was still discipline by (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) for no reason and the union just sat there once again with unfair representation and not motivated in any of my disciplines. (b) (6), (b) (7)(C) is my witness." This issue was attached to my write up for being late with my other disciplines. Every discipline was clearly plan by the company and my union (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) clearly told me the company was planning to have meetings to come against myself (b) (6), (b) (7)(C) 1-14. As time went on, (b) (6), (b) (7)(C) change because (b) (6), (b) (7)(C) was being force to go against me or lose (b) (6), (b) (7)(C) job.

notes and Hand
writing. Civil Rights has this evidence!

sign in at 12:00pm
(b) (6), (b) (7)(C) to get one 1" bit for
he sent me then I went
to truck then (b) (6), (b) (7)(C) put cones
outs after I started to work.
Drill out with no Air Hose
AFTER SETTING PLATE (b) (6), (b) (7)(C) stand
around waiting for (b) (6), (b) (7)(C) to
drill PLATE BUT (b) (6), (b) (7)(C) couldn't
because AIR HOSE IS NOT OUT
TOLD TO Pick stuff and (b) (6), (b) (7)(C) said
I'm too slowly steering to do it
(b) (6), (b) (7)(C)
1:33pm
Rode to DR. 1705 54th St
AFTER MOVING CAR TO Bays
with all wheel drive after truck
was set up they got gun and
load (b) (6), (b) (7)(C) started P.R. then just
stood there till I told (b) (6), (b) (7)(C) to
P.R. hole gave Art Becke hole
off a 12 in cone to shut P.R. off
(b) (6), (b) (7)(C)
moved over to truck so
could dig hard ops at front
(b) (6), (b) (7)(C)
Al Tim Fee wants (b) (6), (b) (7)(C) sitting in

(b) (6), (b) (7)(C)

Lunch Box

Evidence

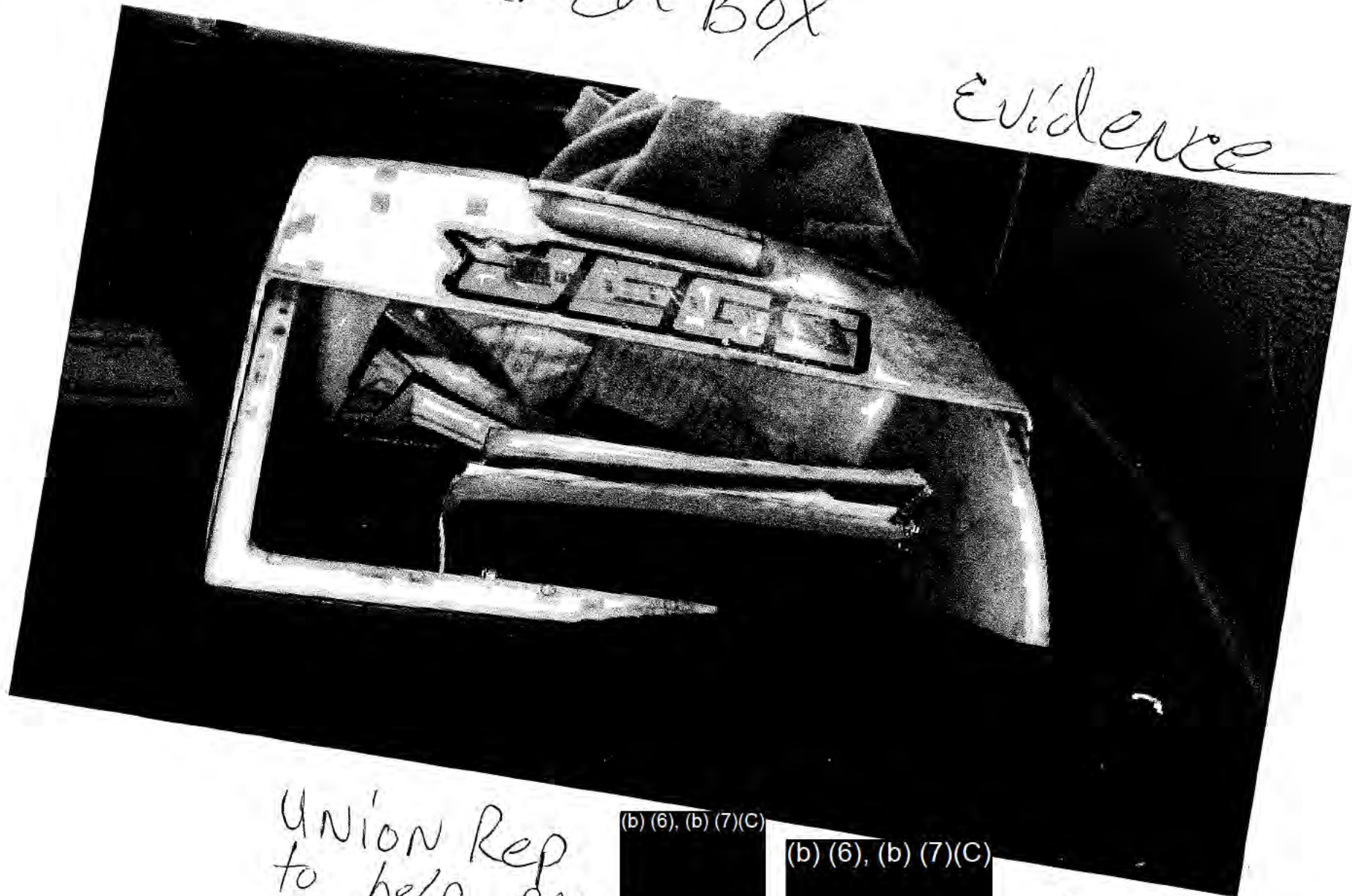


(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Lunch Box

Evidence



Union Rep
to help PSE46

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

come against taking notes

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Notes

(b) (6), (b) (7)(C)

14

See us at 12:30

TOLD (b) (6), (b) (7)(C) to get over 1" B. for
pins (b) (6), (b) (7)(C) said ok. then I went

Back to truck then (b) (6), (b) (7)(C) just came
outs after I started to write.

Drill out with no Air Hose

AFTER SETTING PLATE (b) (6), (b) (7)(C) stood
around waiting for me to turn on

to DRILL PLATE BUT (b) (6), (b) (7)(C) couldn't
BECAUSE AIR HOSE IS NOT OUT

TOLD TO Pick stuff and (b) (6), (b) (7)(C) said
YA o the slowly STARTING to dig

@ 1:33pm

Move TO JOB. 1905 S 4TH ST

AFTER MOVING CARS TOLD Boys
what we were doing. after truck

was set up (b) (6), (b) (7)(C) got gun out and
hose (b) (6), (b) (7)(C) STARTED PTD Then just

stood there till I told (b) (6), (b) (7)(C) to
BREAK hole. gave Att. Broke hole

off gun and came to shut PTD off
I carried over to truck so (b) (6), (b) (7)(C)

could dig had gas at front wall
~~last night from team~~

Waiting for vents (b) (6), (b) (7)(C) sitting in truck

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

notes against me,
to help PSE46 to discharge me



I was set up for a clamp issue, false lateness, misuse of Flame suit, not going to a job site and company PSE&C Allowed in this picture to drive this truck with these tanks, which you must be license to drive them but they did nothing to but target myself for anything.



Camera at PSE+G
you must ask for any video



Public Service Electric & Gas Company
535 West Nicholson Rd., Audubon NJ 08106



(b) (6), (b) (7)(C) 2014

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

This letter confirms our meeting on (b) (6), (b) (7)(C), 2014 at which time we discussed your recent conduct.

Specifically, on (b) (6), (b) (7)(C), 2013, you were issued an Oral Reminder for failing to follow instructions. Then, on (b) (6), (b) (7)(C), 2014, you were issued a First Level Written Reminder, again for failing to follow instructions. In addition, you have been coached and counseled twice since receiving the First Level Written Reminder, on (b) (6), (b) (7)(C), 2014 and (b) (6), (b) (7)(C), 2014, the latter time for again not following instructions.

Despite these repeated instructions and warnings, on (b) (6), (b) (7)(C), 2014, you drove in a Company vehicle on Company time passed a job site at which you had an issue with a co-worker earlier that day, despite being instructed by supervision not to return there and despite the fact that there was no work-related reason for you to do so.

At our meeting, I explained that as a result of your actions, you are being issued this Second Level Written Reminder which will remain active for a period of 18 months. In addition, as a result of your continued failure to follow instructions, you will be precluded for the 18-month duration of this discipline from all assignments that may require you to work independently.

I am confident that you will be able to achieve the acceptable level of overall performance required and further corrective action will be unnecessary. However, if any future problems arise in any of the performance categories – availability, conduct or work performance – during the active period of this Second Level Written Reminder, you may be subject to further discipline, up to and including discharge.

(b) (6), (b) (7)(C)

CC File
L855

Union 855 Reps

(b) (6), (b) (7)(C)

Union

Help

PSEG to discharge
myself

(b) (6), (b) (7)(C)

These Disciplines are all False and
I was setup by PSE&G, UNION 855 Reps, and union

(b) (6), (b) (7)(C)

Disciplines

(b) (6), (b) (7)(C)

2013 Oral Reminder For
being late and not following
instructions. I never been late
or called out sick for years and
the company watch others come to
work late and nothing said

(b) (6), (b) (7)(C)

2014 a First Level Written
Reminder For not following instructions
this is for the Adams claim, where

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) set me up as they
stood over the gas hole for 15 minutes
with (b) (6), (b) (7)(C)

All three smell Gas, no one
said anything but the first two
reported me to (b) (6), (b) (7)(C) the
next day.

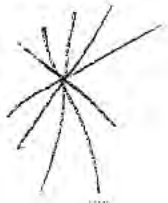
(b) (6), (b) (7)(C)

2014 written up for not
following instructions, the company
state I didn't have my Flare
Retardant suit, when (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

stated (b) (6), (b) (7)(C) will deliver my bag
to the job. (b) (6), (b) (7)(C)

Reported me to (b) (6), (b) (7)(C)
but not a year employee
for working on Live Gas with no suit



Discipline

(b) (6), (b) (7)(C) 2014 The company
stated I punch (b) (6), (b) (7)(C) and
aggressively pulled (b) (6), (b) (7)(C) off the
company vehicle for no legitimate
reason. (b) (6), (b) (7)(C)
was present but (b) (6), (b) (7)(C) head was down as
stated what just happen, when
coworker (b) (6), (b) (7)(C) said what the Fuck
told (b) (6), (b) (7)(C) nothing wrong, I
myself (b) (6), (b) (7)(C) tap (b) (6), (b) (7)(C) in
right leg to get (b) (6), (b) (7)(C) attention and before
stood off the truck coming down on me,
(b) (6), (b) (7)(C) 2014 (b) (6), (b) (7)(C) company
Review Now stated I punch (b) (6), (b) (7)(C)
in (b) (6), (b) (7)(C) back and aggressively pull
off the truck. I explain to everyone
to tap (b) (6), (b) (7)(C) on leg with a little torque,
The company turn (b) (6), (b) (7)(C) against me
(b) (6), (b) (7)(C) stated (b) (6), (b) (7)(C) is not mad and
understands (b) (6), (b) (7)(C) also sent me text
stating what the company is doing to
fire me with these Abovent check
list against me along with my (b) (6), (b) (7)(C)
and (b) (6), (b) (7)(C) stating notes to help
the company discharge myself
(b) (6), (b) (7)(C) I have Proof,

DISCIPLINE

(b) (6), (b) (7)(C)

2014 For Not Following INSTRUCTIONS to see a company doctor because I claim my back bother me as (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Force me to drive 1225 / Dump Truck. The seat is tilted Forward and to my knowledge, Damage as stated to all For people. The company stated they charge to fix the seat, but I have photo's that they didn't. They Force me to drive 12257 so they can watch me on the truck camera and tape me all day as I work but not anyone else. The camera is only suppose to Record when you hit a bump, slam on break or a car accident. For me, the company push the Record button as I got into the truck to set me up For Failure.

(b) (6), (b) (7)(C)

2014 The company written me up For driving pass (b) (6), (b) (7)(C) a

(b) (6), (b) (7)(C)

year employee job, as they stated, we both had a issue on the job. (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

stated in the discipline paper not to "Return there" in which I didn't. I was on another street, driving to another job but they still wrote me up even though I didn't Return to the job site.

(b) (6), (b) (7)(C) and Union List

5-21-14 ✓ (b) (6), (b) (7)(C) told coworkers to report me to Supervision, (b) (6), (b) (7)(C) done with me.

9-3-14 ✓ (b) (6), (b) (7)(C) called me sick along with (b) (6), (b) (7)(C)

9-26-14 (b) (6), (b) (7)(C) saying something stinks, looking right at me. (b) (6), (b) (7)(C) laughing at me.

10-7-14 (b) (6), (b) (7)(C) talking with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) helping the company come against me, with no representation

10-7-14 (b) (6), (b) (7)(C) taking notes for the company

10-7-14 ✓ (b) (6), (b) (7)(C) OR (b) (6), (b) (7)(C) report myself about punching (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) was a witness but didn't visual nothing.

2-5-14 Company ask if I saw (b) (6), (b) (7)(C) UST and stapled down. (b) (6), (b) (7)(C) reported me to add to there List

2-6-14 Company ask, if I sat across (b) (6), (b) (7)(C) en stapled at (b) (6), (b) (7)(C) harassing. (b) (6), (b) (7)(C) reported me to add to there Aberent List.

I (b) (6), (b) (7)(C) sent evidence to the above checks Above.

June or July (b) (6), (b) (7)(C) inform myself that PSE&G is using my Foremans and coworkers to take notes in come against myself (b) (6), (b) (7)(C)

TURN OVER

9-19-13 (b) (6), (b) (7)(C) just watch
co-worker (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) jump into
my work truck and mother fuck me and treating
me. Company PSE&G transfer (b) (6), (b) (7)(C) and
gave (b) (6), (b) (7)(C) a fake write up, do to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) working
for PSE&G. (b) (6), (b) (7)(C) help the company
with notes and PSE&G continue to show hostility
and attack (b) (6), (b) (7)(C) lead to my
Discharge.

FROM:

(b) (6), (b) (7)(C)



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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

June 3, 2015

(b) (6), (b) (7)(C)

Re: PSE&G
Case 04-CA-138870

Dear (b) (6), (b) (7)(C)

It is our office policy to return pictures and removable storage devices once we have uploaded the information to our electronic filing system. We have made copies for our electronic file and are returning your originals.

Sincerely,

Richard F. Griffin, Jr.
General Counsel

A handwritten signature in black ink, reading "Mark E. Arbesfeld".

By: _____
Mark E. Arbesfeld, Acting Director
Office of Appeals



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

June 18, 2015

(b) (6), (b) (7)(C)

Re: PSE&G
Case 04-CA-138870

Public Utility Construction and Gas
Appliance Workers of NJ, Local 855
(PSE&G)
Case No. 04-CB-138855

Dear (b) (6), (b) (7)(C)

This is in reply to your request for reconsideration of our decision dated April 30, 2015 denying the appeals in the above-captioned cases. We have reviewed the evidence disclosed by the Regional Office investigation as well as additional documents and evidence provided by you to support the contentions in your motion. We have concluded that a departure from our original decision is unwarranted.

The evidence, submitted for your motion of reconsideration of your charge in Case No. 04-CA-138870 and viewed in the light most favorable to you, was insufficient to establish a violation of the National Labor Relations Act, (Act) as alleged. After a careful review of your correspondence, nothing contained therein establishes that the Employer's actions were taken in retaliation for any protected, concerted activities on your part. Further, although you contend that an employee witness was intimidated and provided a false statement to the Employer, the recording that you submitted did not indicate anything other than that the employee did not want to speak with you regarding the incident. In these circumstances, no basis exists for a departure from our previous decision.

With respect to your charge in Case No. 04-CB-138855, as we noted previously, the investigation revealed that the Union filed and processed grievances on your behalf. The Union's Grievance Committee indicated that after it investigated the matter and considered all of the facts. The Committee voted not to take your grievance to arbitration believing it had minimal chance of success. It is well established that in the interest of effectively administering a contract's grievance-arbitration machinery, a union must be allowed a wide range of discretion in screening out, settling, or abandoning short of arbitration, grievances which it in good faith believes do not justify proceeding through arbitration. *Local 575, Packinghouse Division, Amalgamated Meat Cutters and Butcher Workmen (UPWA), AFL-CIO (Omaha Packing*

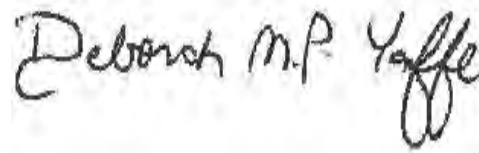
Company), 206 NLRB 576 (1973); cf. *Ford Motor Co. v. Huffman*, 345 U.S. 330, 337-338 (1953); *Vaca v. Sipes*, 386 U.S. 171 (1967).

The fact that you were dissatisfied with the Union's decision not to pursue your allegations further was not a sufficient basis to conclude that the Union had failed in its duty to represent you. In this connection, although you provided evidence that Union officers took notes regarding workplace events, it was not established that the Union officers did so to assist the Employer, rather than to protect legitimate Union interests. The Union's actions in responding to your complaints fell within the wide range of discretion afforded unions in the performance of their representational duties. In these circumstances, the burden could not be met of establishing that the Union violated the Act, as alleged.

Finally, while we have sympathy for your current situation and understand that you are unhappy with our decision to dismiss your appeals, the General Counsel cannot authorize the issuance of a complaint and conduct a hearing unless there is a reasonable prospect that he can establish a violation of the Act. Here, the evidence in its entirety was insufficient to support a finding that the Employer disciplined you because of any union or protected concerted activity in which you may have engaged, or that the Union refused and failed to process your grievances for unlawful reasons. Therefore, as we adhere to our original decision and deny your motion, this matter remains closed.

Sincerely,

Richard F. Griffin, Jr.
General Counsel



By:

Deborah M.P. Yaffe, Director
Office of Appeals

cc: DENNIS P. WALSH
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
615 CHESTNUT ST STE 710
PHILADELPHIA, PA 19106-4413

(b) (6), (b) (7)(C)
PSE&G
535 W NICHOLSON RD
AUDOBON, NJ 08106

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EMPLOYMENT COUNSEL PSEG
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